2017 Corporate Social Responsibility Report

Ethical, Environmentally Sustainable, Socially Responsible

KEYSIGHT
TECHNOLOGIES

Letter from Our CEO

The importance of corporate social responsibility (CSR) struck home in an unimaginable way for our global Keysight family in 2017. Shortly before 10 p.m. on the night of October 8, several Northern California wildfires ignited and burned out of control, including at our company's headquarters in Santa Rosa.

During the crisis and recovery, employee safety was our #1 priority. Accordingly, amid the hundreds of fast decisions we made, our focus was first on contacting each of our 1,503 impacted employees to check on and offer support for them and their families. In those first days, we also announced these employees and contractors would receive full pay for three weeks while they began to pull their lives back together.

As part of our efforts, we set up a call center and a disaster recovery center to assist impacted employees, their families and the community. It was inspiring to witness wave after wave of generosity, kindness, and help flow fast and far from employees around the globe. They funneled clothing and necessities through our disaster recovery center to employees and a community in need. Executives and volunteers outfitted and staffed the center to help and comfort others, as well as to be helped and comforted. As you may imagine, people fled for their lives as they evacuated their homes. Many impacted employees evacuated with minutes to spare, leaving everything behind, including laptops, mobile phones and chargers, making communications with them difficult. So, in addition to sending daily emails, and communicating critical news and updates via websites and group texts, we used the center as a physical communication hub.

To help ease the financial burden, Keysight gave $10,000 to employees who lost their homes, and $1,000 to employees who were displaced by the fires. We also set up a Keysight Employee Relief Fund, to which employees and others around the world have donated over $1 million for impacted employees in their time of need.

Despite the disruption from smoke and other fire-related impacts to our headquarter buildings, the company rapidly initiated a recovery strategy and plan. Within the quarter after the fires, production capacity at our Santa Rosa site was back to pre-fire levels.

It's with this life-changing experience in mind, as well as recognizing diminishing natural resources and rising social issues across the globe, that I confirm Keysight's unwavering commitment to CSR. Our commitment has a dual purpose: to help achieve the company's goals of growth in revenue, profit and total shareholder return, and to build a better planet by accelerating innovation to connect and secure the world, with operations that adhere to high ethical, environmental sustainability and social responsibility standards.
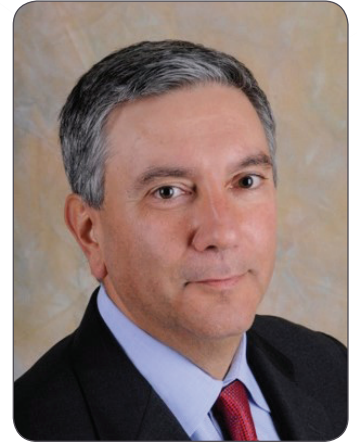
Ron Nersesian
Keysight Technologies
President and CEO

In 2017 we worked to clarify what it means to build a better planet through CSR, and formulated a set of key impact goals that support our vision, strategy and program efforts since the company formation in November 2014. The result is a set of targeted measures that are a clear win for Keysight, our shareholders, customers, employees, community, and our planet.

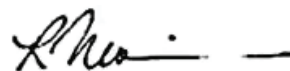By the end of fiscal year 2020, we expect to:

- **Commit >$1 billion in value to strengthen communities** through our efforts in philanthropic giving, employee volunteerism, community sponsorships, donations and discounts of Keysight solutions to universities, and university research and engagement programs.

- **Engage 570,000 students and future engineers in STEM education**, using tools such as the Keysight After School education program and community education events, and through students gaining access to our donated and discounted solutions at universities.

- **Recognize $2 million in cost avoidance, 10% energy conservation, and 15% water conservation** per our fiscal year 2015 baseline. Our efforts focus on Keysight operations that improve the environment through natural resource conservation and efficiency.

- **Ensure no material negative impacts to P&L or to institutional investment levels** through ethical operations and governance

I am pleased to report that we have already made significant progress toward delivering to these goals. Since November 2014, Keysight has:

- Committed $685 million in value to community strengthening efforts

- Engaged 275,000 students

- Recognized 4.69% and 12.44% respectively energy and water conservation, which has resulted in about $850,000 in cost avoidance – our results in water conservation last year has led us to increase our water conservation goal from the original 10% target to 15%

- Experienced no material negative impacts to P&L or institutional investment levels from the CSR area

We look ahead with confidence and clarity on what's important to us as a company and as part of the global community. The steps Keysight is taking in its CSR program will build upon our strong foundation to grow and create value, while meeting our sustainability goals and reinforce our commitment to corporate social responsibility.
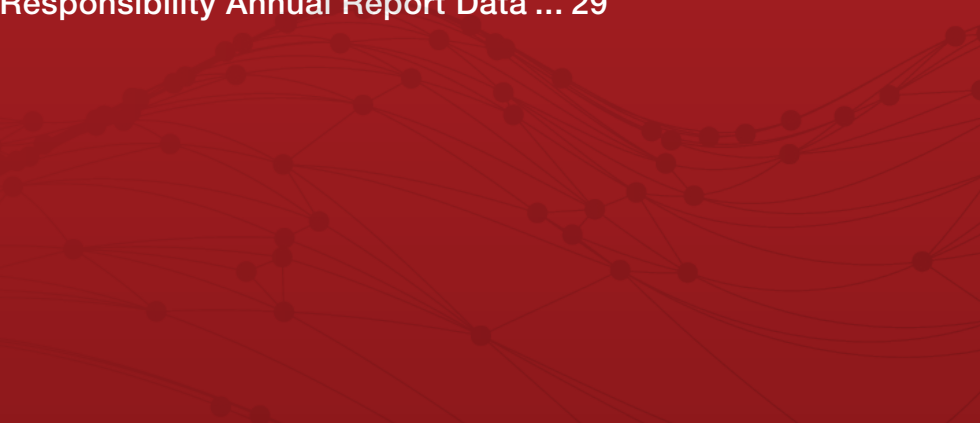
Best regards,

Ron Nersesian
Keysight Technologies, President and CEO

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Keysight Business Strategy

Keysight Technologies is a leading technology company that helps its engineering, enterprise and service provider customers accelerate innovation to connect and secure the world. Keysight's solutions optimize networks and bring electronic products to market faster and at a lower cost with offerings from design simulation, to prototype validation, to manufacturing test, to optimization in networks and cloud environments. Our customers span the worldwide communications ecosystem, aerospace and defense, automotive, energy, semiconductor and general electronics end markets.

Our vision of combining over 75 years of experience at the forefront of the communication revolution with software and people to deliver leading-edge insights and solutions for our customers is yielding results. Since launching as an independent public company in November 2014, we have executed our strategy to transform Keysight for growth, which included shifting to a solution-centric go-to-market approach, developing for customers many industry-first innovations in key segments of the market, and strengthening our portfolio through acquisitions. With our first-to-market advantage and end-to-end portfolio of solutions, including services, we are well-aligned with growing market trends where customers are investing in next-generation electronic technologies such as 5G, automotive, Internet of Things (IoT) and data centers.

We focus on maximizing business contributions from several strategic acquisitions we have made over the past three years – including the April 2017 acquisition of Ixia, a leader in network test, visibility, and security.

Our largest research and development and manufacturing facilities worldwide are located in California and Colorado in the U.S., and in China, India, Japan, Malaysia, the United Kingdom, Germany, Singapore, Spain, Finland and Romania.

World-Class electronic measurement capabilities making the world more productive and secure with innovative solutions in wireless communications, network test and security, aerospace and defense, automotive, energy and semiconductor markets.

Communications

Network Test, Visibility, Security

Electronic Industrial

Services

CSR Vision, Strategy & Governance
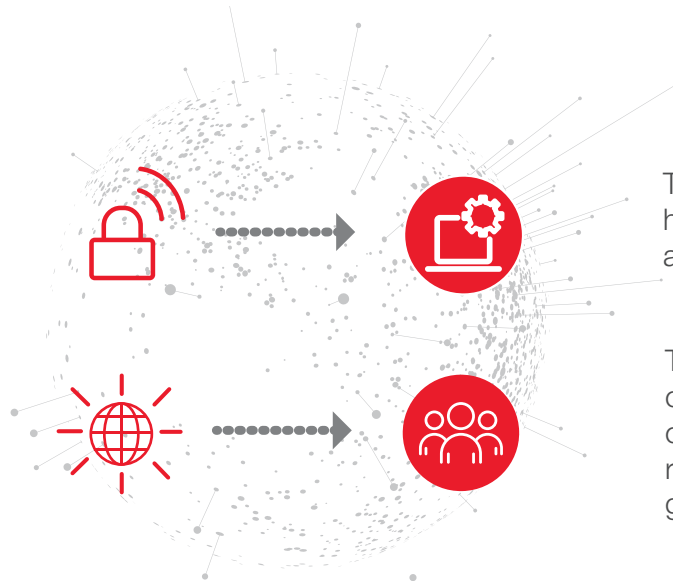
Vision

Keysight's CSR vision is to **build a better planet** by:

Accelerating innovation to connect and secure the world

Through our hardware, software and services solutions

Employing a global business framework of ethical, environmentally sustainable and socially responsible operations

Through a comprehensive corporate social responsibility and governance program

CSR Strategy

To achieve our vision, Keysight's business and corporate social responsibility efforts are synergistic — positively impacting the global community through our solutions and services, as well as CSR program. As a result, our CSR strategy is driven by material aspects identified by our key stakeholders, maps to business commitments, and measures progress through a set of key impact goals that ensure the company and planet thrive.

Materiality

Keysight conducted a CSR materiality assessment in fiscal year 2015, the company's first operational year. The assessment helped Keysight identify and understand environmental and social risks, key stakeholder expectations, as well as strategic opportunities for the business. As part of the materiality assessment, we contracted with a third-party specialist to conduct:

- Peer analyses of five similar companies to understand where Keysight stands globally in its CSR efforts

- Internal functional and executive stakeholder interviews across global business functions, including investor relations, order fulfillment, global sales, corporate services, human resources, workplace solutions, product innovation and quality, and business industry groups

- External stakeholder interviews representing customers, investors, industry associations, academics and non-governmental organizations to identify common themes in priorities and potential performance improvement trends in corporate citizenship

Following this work, a cross-functional Keysight team reviewed and finalized the list of material social responsibility aspects shown below. These material aspects are mapped to material topics defined in our Global Reporting Initiative (GRI) data. To maintain alignment, we regularly engage with critical stakeholders to ensure they are informed about the business sustainability efforts, and to understand their expectations and perspectives of the company in this space. This ongoing stakeholder engagement is accomplished through consultation, surveys, ad-hoc feedback and reviews. Subsequent formal materiality reassessments will be planned as business conditions warrant.

Material Aspects

Governance
- Regulatory compliance
- Data security and privacy
- Ethical standards of business conduct
- Intellectual property rights
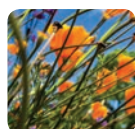
Environmental Sustainability
- Extended producer responsibility
- Energy and emissions
- Built environment
- Water and air pollution
- Waste and recycling
- Hazardous material management

Supply Chain
- Conflict minerals
- Supplier human rights
- Supplier responsibility and accountability
- Disaster preparedness and business continuity, resiliency

People
- Talent and skills
- Employee experience
- Labor standards

Community
- Societal impact
- Strategic philanthropy and volunteerism

Solutions and Services
- Innovation
- Quality and safety

Supporting Business Commitments

Our CSR program areas are mapped to the company's business commitments to ensure the program enables Keysight to continue delivering solutions and services that support a more connected and secure world. To this end, our CSR program supports the company's objectives in the following areas:

- **Revenue Growth Targets** – Implement consistent CSR programs and global policies to enable faster acquisition integration and new market entry, employee and future workforce development, and innovative product research approaches.
- **Profitability** – Conserve and use natural resources efficiently to reduce operating expenses and implement cost avoidance programs.
- **Shareholder Value** – Mitigate risk and ensure no material negative impact to P&L or institutional investments from CSR related topics, while maintaining – or improving – environmental, social and governance (ESG) investment ratings.

Business and Corporate Social Responsibility are Synergistic.

Key Impact Goals

As noted by Keysight CEO Ron Nersesian in his opening letter, we have identified and are tracking a set of key impact goals to measure progress toward our CSR vision. By the end of fiscal year 2020, we expect to meet the following targets and have already made progress since November 2014.

Community

> $1B in Value Committed to Strengthening Communities

Keysight strives to strengthen local and global communities in which we do business through efforts in philanthropic giving, employee volunteerism, community sponsorships, donations and discounts of Keysight solutions to universities, and university research and engagement programs.

As of end of fiscal year 2017, Keysight has committed **$685 million** through these efforts.

Education

570K Students & Future Engineers Engaged through STEM Education

Nurturing future engineers, this goal collectively includes all students Keysight and employee volunteers engage with from primary and secondary education through university levels via efforts such as the Keysight After School education program, community education events, as well as students who gain access to donated and discounted Keysight's solutions at universities.

As of end of fiscal year 2017, Keysight has engaged upwards of **275,000 students** through these efforts.

Environment

$2M in Cost Avoidance, 10% Energy Conservation, 15% Water Conservation per fiscal year 2015 baseline

Such efforts are focused on Keysight operations that will improve the environment through natural resource conservation and efficiency.

As of end of fiscal year 2017, Keysight has recognized **4.69%** and **12.44%** respectively energy and water conservation, which has resulted in about **$850,000** in cost avoidance.

Governance

No Material Negative Impacts to P&L or to Institutional Investment Levels from CSR-related Topics

This target ensures alignment to ethical operations and business commitments through robust governance of the company's standards of business conduct and environmental, health and safety programs, for example.

As of end of fiscal year 2017, Keysight has experienced **no material negative impacts** related to this

CSR Strategic Approach & Governance

To deliver to strategy, Keysight connects the company's material CSR aspects and programs with our corporate values, and structures the program through a set of foundational pillars that are managed by a global, cross-functional governance team.

Connected to Core Values

By connecting material CSR aspects and programs to corporate values, Keysight ensures our efforts are aligned with the company's core DNA and that the program tenets are supported across, and deep within, the organization where every employee has a part to play.

- **Value Creation** – CSR supports value creation through operational transparency, business sustainability and lowering costs through sustainable operational practices, all while building Keysight's reputation as a solid, socially responsible brand.

- **Customer Insights** – Keysight strives to provide customer insights by helping them meet their own CSR and business goals through partnership with the company, and use of Keysight solutions.

- **High Performance Workforce** – Keysight attracts and retains a high-performance workforce through a positive work environment while improving communities where the company does business.

> Connecting CSR Programs to Corporate Values Ensures Alignment with Keysight's Core DNA –
> **Every Employee Has a Part to Play.**

Foundational Framework

The foundation of Keysight's CSR program is structured across six pillars. These foundational pillars – each with supporting policies, programs, action plans and accountabilities – provide a structure to which all CSR efforts are aligned and measured for company and global community benefit.

Ethical Governance

The Environment

Responsible Sourcing

Our People

Our Communities

Our Solutions

Keysight CSR Program

Ethical Governance – Keysight is committed to conducting business in an ethically responsible manner, with strategic and operational policies, procedures and values that support transparency, sustainability and legal compliance; this commitment underpins all our foundational pillars.

The Environment – Keysight prioritizes natural resource conservation, emission reduction, waste minimization and pollution prevention, and partners with our suppliers and contractors to better achieve these goals; our ISO 14001:2015-certified Environmental Management System drives continuous reduction of any adverse environmental impact from our operations.

Responsible Sourcing – Keysight has strong partnerships with strategic suppliers to ensure mutual success and commitment to leadership in sustainable practices, technology and business operations.

Our People – Keysight values a diverse, inclusive and respectful work environment where all employees enjoy challenging assignments, development opportunities, competitive salaries, and a safe environment.

Our Communities – Keysight contributes to the communities where the company operates, participating in local and global volunteer efforts and supporting numerous charitable and educational organizations.

Our Solutions – The company's portfolio of highly reliable and long-lasting electronic measurement solutions is designed to be safe, compliant with applicable regulation and maximize the value of our limited environmental resources.

CSR Governance

Keysight's CSR program is managed by a cross-functional governance team responsible for meeting the company's corporate citizenship vision and stakeholder expectations by identifying program elements and driving accountabilities company-wide.

The governance team has direct oversight from Keysight's senior vice president of Corporate Services, with an executive steering committee comprised of company senior leaders from human resources, global procurement, investor relations, corporate counsel, field sales, corporate communications, and environmental health, safety and security. In addition, a director of CSR leads a core governance team that is empowered to represent their functional areas in the development and oversight of the CSR strategy, and are responsible for completing program deliverables. A governance core team member is assigned to each foundational pillar as well, serving as primary contact for reporting key performance indicators for the pillar and working with their respective extended teams to meet annual goals set for each foundational area.

Keysight's CSR Governance Team manages CSR efforts across the following key deliverable areas:

- **Program Management** – Materials such as documentation, tools and program reporting ensure strategic alignment to business conditions and track key performance indicators.

- **Targeted External Reporting** – Reporting is focused in environmental, social and governance investment ratings and optimizing resourcing across stakeholder data requirements.

- **Annual Initiatives** – Initiatives ensure progress toward our key impact goals and performance indicators, close identified gaps and address emerging trends.

- **Communications and Outreach** – Communications increase visibility of efforts and brand reputation.

As part of its CSR management system, Keysight's CSR Governance Team follows a standard process to effectively manage the program elements and set accountability:

PLAN → **DO** → **CHECK** → **ACT**

PLAN	DO	CHECK	ACT
Annual planning, based on input from ongoing stakeholder engagements, trends and gaps analysis, sets target initiatives and measures, secures required resourcing and facilitates alignment between company functions.	CSR deliverables are implemented according to annual plan and regularly monitored.	Quarterly program reporting assesses progress toward targeted goals and reviews new input from ongoing stakeholder engagements for plan reprioritization as necessary.	Gaps identified in reporting, or changes in requirements, are assigned to appropriate Governance Team members for action.

Foundational CSR Pillars

Ethical Governance

Keysight is committed to conducting business in an ethical manner. Our commitment is based on the belief that it is the right thing to do, and is expected by Keysight shareholders, customers and employees. Ethical governance is integral to our business to ensure delivery of solutions that enable Keysight to accelerate innovations that will help connect and secure the world. As such, Keysight's leadership team is accountable for ensuring ethics remain at the core of all our operations.

In support of this effort, Keysight's Standards of Business Conduct (SBC) and global anti-corruption policy are guideposts in conducting business with honesty and integrity. We provide SBC training for all employees as part of the on-boarding process when they join Keysight, and annually require all employees to complete refresher training. We achieve 100% completion annually on our employee SBC training.

In addition, our efforts on ethical governance engage employees to maintain a culture of meeting and exceeding compliance expectations, and minimizing the company's legal risk. From individual employee responsibilities through corporate governance, Keysight business management policies and procedures are designed to provide operational transparency and business sustainability while meeting all compliance requirements.

Implementing those policies and procedures involves taking steps to ensure we meet and exceed compliance on all regulated business practices. We work with partners contracted to sell or market Keysight solutions to affirm their compliance with legal requirements and our expectations of ethical conduct. They certify in writing their agreement to avoid bribery, export violations and other violations of law or our SBC.

100% Completion for Standards of Business Conduct Training Annually These standards establish clear ethical guidelines, and all Keysight employees are expected to comply with them.

Our ethical compass at Keysight includes promoting human rights within the company's sphere of influence. This priority led us to establish the following guidelines in our business operations.

- **Freely-chosen Employment** – Keysight is committed to maintaining a supply chain free from all forms of forced, bonded or involuntary prison labor.

- **No Child Labor** – Keysight condemns all forms of exploitation of children; we do not recruit child labor and support the elimination of exploitive child labor.

- **Minimum Wages** – Keysight compensates our employees with wages and benefits that meet or exceed the legally required minimum.

- **Working Hours** – Keysight does not require employees to work more than the maximum hours of daily labor set by local laws.

- **No Discrimination** – Keysight supports and upholds the elimination of discriminatory employment practices and promotes diversity in all aspects of its business operations; our policies prohibit discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, veteran status, national origin or any protected class.

- **No Harsh or Inhumane Treatment** – Keysight prohibits physical abuse, harassment or the threat of either; we provide a safe and healthy working environment for all employees.

- **Freedom of Association** – Keysight respects the rights of employees to organize in labor unions in accordance with local laws and established practice.

The Environment

Keysight's environmental programs cover company operations around the world. We conduct operations with the intent to conserve natural resources, reduce emissions, minimize waste and prevent pollution. To achieve these objectives, we adopt innovative solutions for continual improvement in our operational and management practices as well as in our working relationships with suppliers and contractors.

We use an environmental compliance framework that enables us to facilitate and sustain compliant product design, development, production, refurbishment and support. Additionally, Keysight uses the General Specification for the Environment (GSE) directive to set restrictions for hazardous substances in materials and components that are used in our products.

Keysight operates under an Environmental, Health and Safety Management System (EHSMS), which enables us to maintain ISO 14001:2015 environmental management system certification. With our EHSMS in place, we continuously drive improvement in our environmental performance.

As noted by our key impact goals, Keysight's environmental efforts support the goal of improving natural resource conservation by the end of our fiscal year 2020. As of end fiscal year 2017, Keysight has reduced energy and water use by 4.69% and 12.44% respectively through conservation programs since our fiscal year 2015 baseline. These efforts have also decreased operating expenses and increased resource efficiency, with a cost avoidance to date of approximately $850,000.

As of end of fiscal year 2017, Keysight achieved

4.69%
Energy Conservation

12.44%
Water Conservation

~$850K
Cost Avoidance from Conservation Programs

Keysight also has product trade-in and take-back programs that addresses one of our material issues — extended producer responsibility — while supporting our commitment to prevent product materials and packaging unnecessarily entering the waste stream. A variety of program options help customers safely dispose of or recycle used instrumentation in several countries, and will be expanded wherever possible. Our remarketing solutions business recovers and repurposes older instruments for resale as well. These programs enable Keysight to reduce the number of products that end up in landfills and provide customers access to competitively priced equipment.

Solar Sustainability

Keysight has a one megawatt, three-acre solar system at our headquarters facility in Santa Rosa, Calif., to reduce our carbon footprint by using renewable energy. The system provides 5% of the site's electrical needs and powers more than 30 electric vehicle charging stations, which Keysight employees use to charge their EVs while they work.

Responsible Sourcing

Keysight's responsible sourcing program is driven by our belief in doing business the right way. Our efforts include monitoring our supply chain to identify any human rights, environmental or privacy concerns, then minimizing or eliminating them to ensure our customers receive high-quality and responsibly manufactured products. This approach is effective because we have strong partnerships with our strategic suppliers and share a commitment to leadership in sustainable practices, technology and business operations.

Keysight's responsible sourcing program was developed based on benchmarking external standards, including The Responsible Business Alliance (RBA) guidelines, the California Transparency in Supply Chains Act of 2010, the United Nations Guiding Principles on Business and Human Rights, ISO 14001:2015, and other industrial practices specified in the Keysight Supplier Environmental and Social Responsibility Code of Conduct. Our expectation of compliance with the code of conduct is communicated with suppliers, who are asked to conduct a CSR self-assessment questionnaire — the results of which are factored into the new supplier selection process.

Keysight also has a supplier sustainability program that provides oversight for our direct and indirect suppliers. We schedule regular audits and training to ensure our suppliers are informed about our expectations for supply chain sustainability. The audits enable us to assess suppliers' performance against our code of conduct, and to monitor progress on responsible sourcing material issues such as supplier human rights, conflict minerals and supplier accountability.

Other aspects of our responsible sourcing program include the following:

- Familiarizing suppliers with Keysight's environmental health and safety management system on environmental aspects of responsible sourcing, and setting the expectation for compliance
- Conducting random environmental, health, safety and social responsibility surveys of suppliers for compliance with ISO14001 and General Specification for the Environment (GSE) directives, with any resulting corrective actions monitored and reviewed by Dekra, an external certification organization
- Screening all new suppliers for adherence to criteria outlining responsible sourcing practices

By informing suppliers about our sustainability requirements and working with them to identify and mitigate supply risks, Keysight is positioned to maintain a leadership position in sustainable business practices.

ISO Compliance

Keysight's ISO 14001:2015 certification helps remove market barriers and provides evidence that we operate with controlled and effective processes to deliver products and services that meet our customers' requirements as well as their expectations of our environmental practices. Focused on continuous improvement, our ISO 14001 environmental management system minimizes negative impacts of our operational processes and ensures compliance with applicable laws, regulations and other environmentally oriented requirements.

Our People

Keysight values a diverse, inclusive work environment, treats people with dignity and respect, and offers challenging assignments, professional development opportunities, competitive salaries and a safe workplace. We adhere to tenets of the United Nations Guiding Principles on Business and Human Rights, prioritize fair employment practices, and comply with all national, state and local laws pertaining to non-discrimination and equal opportunity. These values and practices have allowed us to establish and maintain a best-in-class work environment.

Employee talent and skills development are priorities at Keysight. Our employees thrive in a rich learning environment and use development resources to enhance their skills, knowledge and productivity to help the company achieve current business objectives and prepare for the challenges of future objectives. We believe these resources are critical in building capabilities that enable our employees to make important contributions to the company's business success and our CSR program. Our global workforce takes advantage of virtual learning resources, annually spending an average of 7-10 hours completing training videos and guided activities based on job-related best practice research.

Gender diversity is also taken seriously at Keysight. The company's harassment policy requires that all employees be treated with dignity, respect and courtesy, and complies with legally mandated training requirements. Such training includes an online harassment course that is available on-demand to all employees worldwide, and a mandatory bi-annual harassment course for all managers of California employees. In addition, the company has a very nearly 1:1 salary ratio worldwide of women to men based on average compa ratio (with compa ratio being the salary divided by the job's pay reference point).

Keysight employees are the driving force in carrying out our CSR vision. With direction and oversight by the company's leadership team, employees are involved in the work required to meet CSR goals in all six of our foundational pillars. Besides the role they play in specific CSR-related projects and activities, our employees are informed about overall CSR program goals and milestone achievements with regular communication in the company's global and local employee newsletters.

Keysight has a culture of philanthropy and volunteerism that supports our employees in making a difference in their own communities. Through a policy allowing four hours per month of paid time off for volunteerism, our employees participate in projects benefiting nonprofit and education organizations in their communities. For example, each year, Keysight participates in a Day of Caring whereby groups of employees volunteer for a day of community based service projects. In addition, our annual Giving Program supports and matches employee donations to select charities of their choice.

Growing a Healthy Employee Experience

At several Keysight facilities, employees are encouraged to grow their own vegetables in gardens on company property. Launched as a demonstration of company values, the concept reinforces our employee wellness program and a commitment to environmental and social responsibility in organic gardening practices.

Keysight employees are the driving force in carrying out our CSR vision.

Our Communities

Keysight's worldwide community programs tangibly demonstrate our values and commitment to corporate citizenship and directly support our key impact goals in the community and education space. Our aim is to be a contributor to the communities where we operate and to actively encourage our employees to get involved in local and global volunteer efforts.

The company's engagement and investment in communities are set annually at the corporate and local site levels, and are focused in the areas of STEM education, health and human services and environmental conservation. Keysight's support in these areas takes several forms:

- **Giving Program** – This program matches employee financial contributions to a broad range of non-profit organizations.

- **School Education Programs** – Examples include various local engagements of the Keysight After School program, education events and science fair volunteerism.

- **University Relations** – Efforts include research grants and class engagement programs such as guest lecturers

- **Software and Equipment Donations and Discounts to Higher Education Institutions** – New and used hardware as well as discounted student software licenses are provided for future engineer development.

- **Employee Volunteer Program** – Keysight policy allows four hours of paid time monthly for volunteerism, and encourages employees to make a difference in their communities by representing the company on charitable and educational boards and committees.

- **Site-based Community Programs** – All Keysight major sites worldwide host various site-specific volunteer activities and sponsorships according to local community needs.

Employee volunteerism across these engagements is tracked through a website where employees enter the number of hours volunteered, as well as by Keysight volunteer project coordinators who oversee participation and provide hourly totals that are included in companywide results.

Since the company's formation and as of end fiscal year 2017

- $685 million in value committed to strengthening local communities through efforts in philanthropic giving, volunteerism, donations and discounts of Keysight solutions to universities, and university programs
- 275,000 students and future engineers engaged through Keysight sponsored STEM education programs

**$1.6M
Keysight employees give from the heart.**

Through our annual *Giving Program* – which matches employee donations dollar-for-dollar – more than $1.6 million was given to nearly 850 non-profit and education organizations in the U.S., Canada, Europe and Asia in our fiscal year 2017.

Our Solutions

Keysight customers are leaders in technology. They are the visionaries and innovators who have achieved breakthroughs that connect and secure the world. To accelerate their innovation, Keysight must anticipate technology trends and be ready with leading-edge solutions ahead of market windows, forging deep relationships to provide them the insights to be first and best. Keysight's philosophy is to continuously deliver greater value to customers, shareholders and employees, and that commitment permeates every aspect of our operations - driving innovation, speed and excellence in execution.

Keysight's solutions optimize networks and help our customers bring electronic products to market faster and at a lower cost with offerings from design simulation, to prototype validation, to manufacturing test, to optimization in networks and cloud environments. Customers span the worldwide communications ecosystem, aerospace and defense, automotive, energy, semiconductor and general electronics end markets. We offer the broadest portfolio of highly reliable, long-lasting electronic measurement solutions that are designed to be safe, compliant with applicable regulations, and maximize the value of limited environmental resources.

Innovation, quality and safety are priorities for Keysight in developing, manufacturing and selling our solutions. Our work on these priorities allows Keysight to meet customers' compliance expectations while minimizing our impact on the environment.

Keysight systemically controls the environmental impacts of product development, design and production at the companywide level in the following ways:

- In our choice of materials and components for products, the use of restricted substances is strictly limited by requirements identified in the General Specification for the Environment (GSE) directive.

- Products are designed for reliability, serviceability and long life; in some cases, decades. Additionally, Keysight offers refurbished equipment to extend the active life and reduce impacts on the waste stream.

- One of Keysight's four business groups provides repair and maintenance services to maximize the lifetime of company products and solutions. Keysight endeavors to support the installed base for a minimum of five years beyond the date of discontinuance with spare parts.

Keysight works with customers and suppliers to ensure our products are compliant with the RoHS (Restriction of Hazardous Substances) and REACH (EU Registration, Evaluation, Authorization and Restriction of Chemicals) directives. More than 3,500 (>92%) of our products are compliant with RoHS, which restricts the use of lead, cadmium, mercury and other substances in electronics. Only RoHS-compliant products are made available in markets where RoHS is enforced.

We also use the GSE directive in communicating materials specifications with suppliers, setting requirements that restrict or prohibit certain substances as constituents of parts, components and materials in Keysight products and packaging. Additionally, our trade-in and take-back programs enable customers to refresh their technologies and address concerns about disposal at the end-of-life for Keysight products.

Our **trade-in and take-back programs** enable customers to maximize the value of outdated test equipment and address end-of-life issues with their existing products, promoting resource conservation and preventing improper disposal and potentially adding to waste stream.

KEYSIGHT TRADE-IN

Wireless Communications

Radar and EW

Cloud and Data Support

Automotive and Energy

Looking Forward

Keysight's CSR strategy will evolve based on ongoing stakeholder engagement and assessment of issues affecting our six foundational pillars. Our intent is to focus on emerging trends in CSR that our stakeholders also support, including supplier flow-down and next-generation labor management requirements. We will also closely watch climate change topics as appropriate. Included below are general directions anticipated in our foundational areas in support of our key impact goals and functional performance metrics.
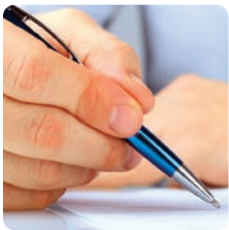
Ethical Governance

Keysight will invest in the company's internal systems to reinforce our commitment to conduct business with honesty and integrity, including ongoing evaluation of our Standards of Business Conduct to ensure its effectiveness in promoting ethical behavior. We will monitor emerging issues such as data privacy to ensure our approach to ethical governance addresses contemporary business challenges.

The Environment

We will continue to make improvements in energy efficiency and natural resource conservation at Keysight facilities around the world. Our goal is to reduce water usage by 15% and energy usage by 10% by end of fiscal year 2020 with a baseline of fiscal year 2015.

Responsible Sourcing

Keysight will continue working with suppliers to enhance their efforts to meet our expectations for responsible sourcing. We will also work on improvements in our own company-wide supplier management processes with new tools and platform enhancements.

Our People

In accord with the Universal Declaration of Human Rights, we will continue to treat Keysight employees with dignity and respect – and advocate for similar treatment of all workers worldwide. We will monitor international social issues to ensure practices at Keysight are up-to-date and reflect our longstanding commitment to CSR.

Our Communities

Focusing on our target key impact goals for communities and education, Keysight will continue its commitment to make contributions to communities where we operate, including encouraging employees to volunteer in projects that improve the quality of life in their own communities. Our goals will need to expand to include philanthropic, STEM education and health and human services related activities in communities worldwide where Keysight has grown through acquisitions.

Our Solutions

We will maintain a focus on ensuring global regulatory compliance for our products and meeting our customers' compliance expectations, while further minimizing our impact on the environment. This goal will be accomplished by enhancing systems or adopting new ones to control the environmental impacts of Keysight product development and manufacturing.

About This Report

Published in May 2018, this report covers Keysight Technologies' sustainability performance in fiscal year 2017 for the period ended October 31, 2017. It includes all company operations worldwide, unless otherwise noted, and is presented in alignment with the Global Reporting Initiative (GRI) standards guidelines.

All references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refers to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

Additional information can be found on our corporate social responsibility web page at www.keysight.com/go/csr and through the Annual Report Data section of this document.

Report Images

A number of the photographs used in this document were taken by Keysight people, including entries in our monthly employee photo contest, "Key Sightings." Photo credits: Ian Wright (light painting the labyrinth, Utah), page 1;Robert Stern (mountains in Bhutan) page 6; Ju Shen Lee (poppies), Liam-Hui Koay (Keysight After School science project), page 8; Giovanni D'amore (tulips in Netherlands) page 16; Clay Bilby (electric car) page 17; Ju Shen Lee (Keysight stairs), page 20; Ju Shen Lee (employee garden), page 21.

Contact Us

Please send any comments or questions about this report to Corporate.Social-Responsibility@keysight.com

Awards

See our Recent Keysight CSR News, Awards and Recognition listing online for a full listing of awards. Listed below are a small sampling of the awards and accolades Keysight received in our fiscal year 2017 related to our CSR efforts.

- 2017 JUST 100 Ranking of America's Most Just Companies (Dec 2017)
- Constituent of MSCI Global Sustainability Indexes (Apr 2017)
- 2017 Forbes America's Best Employers list (May 2017)
- Huawei "Excellent Core Partner" and "Outstanding Apparatus Equipment Partner" award (2017)
- Frost & Sullivan - Market Leadership Award (Ixia) (2017)

Learn more at: www.keysight.com/go/csr

For more information on Keysight Technologies' products, applications or services, please contact your local Keysight office. The complete list is available at: www.keysight.com/find/contactus

KEYSIGHT
TECHNOLOGIES

Keysight Technologies

2017 Corporate Social Responsibility Annual Report Data

Published in May 2018, this data covers Keysight Technologies' sustainability performance in fiscal year 2017 for the period ended October 31, 2017. It includes all company operations worldwide, unless otherwise noted, and is presented in alignment with the Global Reporting Initiative (GRI) Standards guidelines.

All references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refers to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

Additional information can be found on our corporate social responsibility web page at www.keysight.com/go/csr.

General Disclosures

Organizational Profile

Name of the Organization GRI 102-1

General Disclosures / Organizational Profile / Name of the Organization GRI 102-1

Name of the organization.

Keysight Technologies, Inc.

Activities, Brands, Products, and Services GRI 102-2

Activities, brands, products, and services.

Primary brands, products, and services:
Keysight provides software, hardware and services solutions that accelerate innovation to connect and secure the world. See the additional comments and references for detailed list of primary brands, products and services.

Additional Comments

Keysight Technologies' hardware, software and services solutions include the following:

OSCILLOSCOPES, ANALYZERS, METERS
Oscilloscopes
Spectrum Analyzers (Signal Analyzers)
Network Analyzers
Vector Signal Analyzers
Handheld Oscilloscopes, Analyzers, Meters
Logic Analyzers
Protocol Analyzers + Exercisers
EMI + EMC Measurements, Phase Noise, Physical Layer Test Systems
Bit Error Ratio Test (BERTs) Solutions
Digital Multimeters (DMM)
Power Meters + Power Sensors
Frequency Counter Products
Noise Figure Analyzers + Noise Sources
LCR Meters + Impedance Measurement Products
High-Speed Digitizers + Multichannel Data Acquisition Solutions
AC Power Analyzers
DC Power Analyzers
Dynamic Signal Analyzers, Materials Measurement
Device Current Waveform Analyzers
Parameter + Device Analyzers, Curve Tracer

GENERATORS, SOURCES, POWER PRODUCTS
Signal Generators (Signal Sources)
Function Generator / Arbitrary Waveform Generator
Pulse Generator Products
Data Generators + Analyzers
DC Power Supplies
Source Measure Units
DC Electronic Loads
AC Power Sources

MODULAR INSTRUMENTS
PXI Products
AXIe Products
Data Acquisition – DAQ
PCIe Digitizers + Related Products
USB Products
VXI Products
Reference Solutions

ADDITIONAL HARDWARE PRODUCTS
Wireless Device Test Sets + Wireless Solutions
Nemo Wireless Network Solutions

In-circuit Test Systems
Application-Specific Test Systems & Components
Parametric Test Solutions
RF & Microwave Test Accessories
Photonic Test & Measurement Products
Atomic Force Microscopes, FE-SEM, Nanoindenters, UTM
Laser Interferometers & Calibration Systems
Monolithic Laser Combiners & Precision Optics
MMIC Millimeter-Wave & Microwave Devices
Accessories
Ixia Products

ELECTRONIC DESIGN AUTOMATION SOFTWARE
Advanced Design System (ADS)
EMPro 3D EM Simulation Software
SystemVue ESL Software
Genesys RF/Microwave Synthesis and Simulation Software
GoldenGate RFIC Simulation Software
Momentum 3D Planar EM Simulator
Device Modeling Products
HeatWave

APPLICATION SOFTWARE
Oscilloscope Software
Network Analyzer Software
FieldFox Handheld Analyzer Software
X-Series Measurement Applications for Signal/Spectrum Analyzers
89600 VSA Software
Nemo Wireless Network Solutions
Signal Optimizer Software
Signal Studio Software
Wireless Test Set Software
Logic Analyzer Software
EasyEXPERT group+ Device Characterization Software
Spectrum Monitoring Software
BenchVue Software

PROGRAMMING ENVIRONMENT SOFTWARE
Keysight VEE
TestExec SL Software
MATLAB Software
Test Automation Platform (TAP)

PRODUCTIVITY SOFTWARE
Instrument Drivers
IntuiLink Connectivity Software
IO Libraries Suite
Keysight License Manager
Calibration Software
Command Expert
Data Analytics

IXIA PRODUCTS
Cloud
Network Security
Network Test
Network Visibility

SERVICES
Calibration
Repair
Used Equipment
Technology Refresh Services
Test Asset Optimization Services
Consulting Services
Training Services
Financial Services

References:

[2017 Annual Report](#)

Location of Headquarters GRI 102-3

General Disclosures / Organizational Profile / Location of Headquarters GRI 102-3

Location of the organization's headquarters.

Keysight Technologies, Inc.
1400 Fountaingrove Parkway
Santa Rosa, CA 95403-1738
United States

Location of Operations GRI 102-4

General Disclosures / Organizational Profile / Location of Operations GRI 102-4

Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the topics covered in the report.

Number of Countries:	100	Keysight's largest facilities worldwide -- including primary research and development sites -- are in California, Colorado, Georgia and Texas in the United States and outside of the United States in China, Finland, Germany, U.K., India, Japan, Malaysia, Romania, Singapore and Spain.

Ownership and Legal Form GRI 102-5

General Disclosures / Organizational Profile / Ownership and Legal Form GRI 102-5

Nature of ownership and legal form.

Keysight is a publicly traded company listed on the New York Stock Exchange under the ticker symbol "KEYS." Keysight has a documented set of governance policies that can be viewed on the company's external website at http://investor.keysight.....

Markets Served GRI 102-6

General Disclosures / Organizational Profile / Markets Served GRI 102-6

Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).

Markets Served	Geographic Breakdown	Sectors Served	Types of Customers and Beneficiaries
Listed below are Keysight's major markets and technologies served: BASICS Metrology & Calibration Standards Instrument Security Fundamentals Instrument OS & Software CELLULAR 5G LTE-Advanced (LTE-A) Long Term Evolution - LTE Femtocell Envelope Tracking Power Amplifier HSPA & HSPA+ W-CDMA TD-SCDMA GSM, GPRS, EGPRS & EDGE/Evo 1xEV-DO cdma2000® / CDMA Multi Standard Radio (MSR) GNSS & A-GNSS TDMA WIRELESS CONNECTIVITY Internet of Things (IoT) WiMAX™ MIMO Bluetooth 802.11 WLAN NFC / EMV Test Ultra-Wideband (UWB) ZigBee Digital Video - DVB AEROSPACE & DEFENSE Radar Test & Electronic Warfare (EW) Test Military Communications Satellites Signals Intelligence (SIGINT) Avionics, Guidance, Navigation & GPS ATE Applications Operational Test NewSpace COMPONENTS & SPECIFIC DEVICES Automotive Fuel Cell Electrical Test Solar Micro Inverter Testing Solar Cells & Modules Batteries MEMS & NEMS Devices Power Electronics Amplifiers Mixers, Frequency Converters Oscillators Antennas Filters	Asia Pacific, Americas, Europe, Africa	Electronic Measurement Solutions & Services	Engineers, technicians and scientists in the following industry segments: Communications; Electronic Industrial; Network Test, Visibility, Security; Services

Printed Circuit Boards
Device Modeling and
Characterization
Base Transceiver Station Filter &
Duplexer
Handset Filter & Duplexer
Handset Antennas Test

CONTROL & AUTOMATION
Manufacturing & Production Test
Build Your Own Test System
LXI - LAN eXtensions for
Instrumentation

DIGITAL DESIGN &
INTERCONNECT STANDARDS
DDR Memory
Design and Simulation of High-
Speed Digital
DisplayPort Design & Test
Ethernet
Fibre Channel
HDMI
MHL
MIPI Design & Tests
PCI Express (PCIe)
Pulse Amplitude Modulation (PAM-4)
Design and Test
Serial ATA (SATA) and Serial
Attached SCSI (SAS & SAS 2)
Design and Test
USB Type-C™ Interface

RF + MICROWAVE
RF & Microwave Design
X-Parameters
Passive Intermodulation (PIM)
Noise Figure Measurements
Design & Test Integration
Pulsed-RF Measurements
EMI & EMC Simulations,
Measurements, and Precompliance
Testing
Signal Monitoring, Geolocation
Impedance and Impedance Matching
ESL Design
Phase-Locked Loops
Portable Field Test

References:

📄 Keysight Technologies Company Information and
History

📄 Keysight Investor Relations

📄 2017 Annual Report

Scale of the Organization GRI 102-7

General Disclosures / Organizational Profile / Scale of the Organization GRI 102-7

Scale of reporting organization:

Total number of employees	12,600
Total number of operations	133
Net sales (for private sector organizations) or net revenues (for public sector organizations): Currency: USD	3,189,000,000
Total capitalization	Debt: 1,100,000,000
	Equity: 1,513,000,000
Quantity of products or services provided	
Total assets	3,803,000,000
Beneficial ownership (including identity and percentage of ownership of largest shareholders)	To view ownership profile details please refer to our Investor Relations section of our website at http://investor.keysight....
Data Publicly Available: Yes	

Additional Comments

Please note that the total number of employees entered is approximate and includes headcount from Keysight's 2017 acquisition of Ixia, a new Keysight business group that is included in referenced revenue totals.

Comments for a specific organization(s)
- *CDP Supply Chain*

Please note that the total number of employees entered is approximate and includes headcount from Keysight's 2017 acquisition of Ixia, a new Keysight business group that is included in referenced revenue totals.

References:

📄 Keysight Investor Relations

Information on Employees and Other Workers GRI 102-8

General Disclosures / Organizational Profile / Information on Employees and Other Workers GRI 102-8

Information on employees and other workers.

% of operations included in data:	100	2017	2016	2015	2014
Employees - male:		7528	7113	6625	
Employees - female:		3556	3373	3239	
Total: Employees		11084	10486	9864	
Supervised workers - male:		0	0	0	
Supervised workers - female:		0	0	0	
Total: Supervised workers		0	0	0	
Total workforce:		11084	10486	9864	
Number of permanent employees by employment type					
Full-time - male:		7221	7048	6572	
Full-time - female:		3214	3249	3133	
Total: Full-time		10435	10297	9705	
Part-time - male:		52	65	53	
Part-time - female:		114	124	106	
Total: Part-time		166	189	159	
Number of employees by employment contract					
Indefinite or permanent contract - male:		7273	6888	6440	
Indefinite or permanent contract - female:		3328	3188	3108	
Total: Indefinite or permanent contract		10601	10076	9548	
Fixed-term or temporary contract - male:		255	225	185	
Fixed-term or temporary contract - female:		228	185	131	
Total: Fixed-term or temporary contract		483	410	316	
Breakout of workforce by region					
Location (Male):	Americas	99	90	95	
Location (Female):	Americas	21	22	18	

Location (Male):	Asia	3250	3163	3028	
Location (Female):	Asia	2109	2069	1927	
Location (Male):	Europe	1404	1323	915	
Location (Female):	Europe	467	424	338	
Location (Male):	USA	2775	2537	2404	
Location (Female):	USA	959	858	823	
Details on whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors: A substantial portion of the work is NOT performed by self-employed people or subcontractors.					
Significant variations in employment numbers Number of supervised workers may vary due to the cyclical nature of certain businesses, such as anything to do with semiconductors.					
Data publicly available: No					
We publicly disclose demographics by: Gender Location					

Additional Comments

Please note that the total number of employees entered does not include headcount from Keysight's 2017 acquisition of Ixia because full integration of this business was not completed in 2017.

Supply Chain GRI 102-9

General Disclosures / Organizational Profile / Supply Chain GRI 102-9

Description of the organization's supply chain.

Keysight's supply chain organizations are chartered to provide optimal value-added sourcing and procurement services that are:
- Legal, accountable and auditable
- Ethically, environmentally and socially responsible
- Economically effective
- ISO compliant

These sourcing and procurement services would then enable Manufacturing and Order Fulfillment to have the right materials to deliver all Keysight products that are shipped to customers in more than 100 countries.

Additional Comments

References:
1. Legal, accountable and auditable refer to Keysight Standards of Business Conduct
2. Ethically, environmentally and socially responsible refer to Keysight Supplier Code of Conduct
3. ISO compliant refer to Keysight Quality Policy

References:

📄 [Keysight Standards of Business Conduct](#)

📄 [Keysight Quality Policy](#)

📄 [Keysight Supplier Code of Conduct](#)

Significant Changes to the Organization and its Supply Chain GRI 102-10

General Disclosures / Organizational Profile / Significant Changes to the Organization and its Supply Chain GRI 102-10

Significant changes during the reporting period to the organization's size, structure, ownership, or its supply chain.

Keysight closed the acquisition of Ixia during this time and added Ixia as a fourth solution group by the end of October, 2017. While this acquisition increased Keysight's employee headcount to approximately 12,600, workforce data in this report is representative of 11,084 Keysight employees less the Ixia employee headcounts because full integration of this business was not completed in 2017. There were no significant changes to ownership or supply chain.

Precautionary Principle or Approach GRI 102-11

General Disclosures / Organizational Profile / Precautionary Principle or Approach GRI 102-11

Whether and how the organization applies the Precautionary Principle or approach.

This is not applicable to Keysight product, solutions, software, or services.

External Initiatives GRI 102-12

General Disclosures / Organizational Profile / External Initiatives GRI 102-12

List of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.

Principles Endorsed	Date adopted	Type
1987 Montreal Protocol on Substances that Deplete the Ozone Layer and adjusted by Meetings of the Parties in 1990, 1992, 1995, and 1997; Ozone Secretariat, United Nations Environmental Program		Compliance Obligatory
California Supply Chain Transparency Act of 2010		Compliance Obligatory
Customs- Trade Partnership Against Terrorism - USA		Compliance Obligatory
Dodd-Frank Wall Street Reform and Consumer Protection Act		Compliance Obligatory
AEO Status- Germany, Netherlands, & Malaysia Factory		Compliance Obligatory
EU Waste Electrical and Electronic Equipment (WEEE) Directive 2005		Compliance Obligatory
Global Reporting Initiative—GRI 4.0 sustainability reporting guidelines		Nonbinding/Voluntary
ISO 14001:2004—International standard for environmental management systems		Nonbinding/Voluntary
ISO 26000—Standard that provides guidance on social responsibility		Nonbinding/Voluntary
ISO 9000:2005—Quality Management Systems—Fundamentals and Vocabulary		Nonbinding/Voluntary
ISO 9001:2008—Quality Management Systems—Requirements ISO 9000:2005		Nonbinding/Voluntary
OHSAS 18001:1999—Standard for occupational health and safety management systems		Nonbinding/Voluntary
Procurement Strategy Council		Nonbinding/Voluntary
United Nations Guiding Principles on Business and Human Rights		Nonbinding/Voluntary
U.S. Foreign Corrupt Practices Act and similar anticorruption laws enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.		Compliance Obligatory
UK Bribery Act 2010		Compliance Obligatory
US Equal Opportunity laws and accompanying regulations		Compliance Obligatory
Conventions of the International Labour Organization (ILO)		Compliance Obligatory
Information Technology Industry Council (ITI)		Nonbinding/Voluntary
IT Alliance for Public Sector (ITAPS)		Nonbinding/Voluntary

Test & Measurement Coalition		Nonbinding/Voluntary
Data publicly available: No		

Additional Comments

Many of Keysight's policies and practices used in the operation of our business are consistent with internationally accepted charters and principles. Some of the guidelines, charters and principles that were considered by Keysight in developing our policies, position statements, EHSMS, and reporting structures are listed above.

Membership of Associations GRI 102-13

General Disclosures / Organizational Profile / Membership of Associations GRI 102-13

Memberships of industry or other associations, and national or international advocacy organizations.

Memberships
Business memberships including: Information Technology Industry Council, University of Maryland Center for Advanced LifeCycle Engineering, Dangerous Goods Advocacy Council, Global Business Travel Association, Association of Chartered Certified Accountants
Industry memberships including: International Electronics Manufacturing Initiative, National Association of Software and Services Companies, American National Standards Institute, Canadian Standard Association, International Telecommunications Standards Body, Institue of Electrical and Eletrictronic Engineers, German Electrical and Electronic Manufacturers Association, Japan Electric Measuring Instruments Manufacturers Association, LXI Consortium, Taiwan Association of Information and Communication Standards
Technology memberships including: HDP User Group International, HDMI Forum, Advanced Research in Electronics Assembly Consortium, Mobile Industry Processor Inferface (MIPI) Alliance, Peripheral Component Interconnect Special Interest Group (PCI-SIG), Serial ATA International Organization (SATA-IO), AXIe Consortium, Stanford Center for Integrated Systems, CAN in Automoation (CiA), PXI Systems Alliance, The International Society of Automation (ISA), Ethernet Alliance, 5G Automotive Association EV, Institute of Electronics, Information and Communication Engineers (IECE)
Various regional and International Community memberships such as: United Way, Society of Women Engineers International, North Bay Leadership Council, Volunteer Center of Sonoma County, Redwood Empire Food Bank, American Association of University Women, American Heart Association
Various regional Chamber of Commerce memberships, including: European Union Committee of the American Chamber of Commerce, Hispanic Chamber of Commerce

Additional Comments

Keysight participates in business, industry, technology and community organizations that are local, national and global. Participation helps the company achieve business and citizenship goals by enabling us to work with other companies on issues that affect our industry. Memberships also keep Keysight abreast of industry issues, emerging trends and best practices, and provide vehicles through which we can contribute to and influence public policy. Examples of these memberships are listed above.

Strategy

Statement From Senior Decision-maker GRI 102-14

General Disclosures / Strategy / Statement From Senior Decision-maker GRI 102-14

Statement from the most senior decision-maker at (c) Keysight Technologies, 2018 about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.

See the "Letter from our CEO" in Keysight's Annual CSR Report at http://www.keysight.com/g...

Additional Comments

More information about Keysight's Corporate Social Responsibility program is available on our external website at http://www.keysight.com/g...

References:

📄   Keysight Corporate Social Responsibility and Governance Web ...

📄   Latest Keysight Corporate Social Responsibility Annual Repor...   Page(s) 2

Key Impacts, Risks, and Opportunities GRI 102-15

General Disclosures / Strategy / Key Impacts, Risks, and Opportunities GRI 102-15

Description of key impacts, risks, and opportunities at (c) Keysight Technologies, 2018.

Keysight Technologies is committed to conducting its business in an ethical, environmentally sustainable and socially responsible manner. This commitment is consistent with our corporate objectives and is essential to continued business success. On a biannual basis, Keysight conducts an internal risk assessment.

Details on Keysight sustainability policies, programs and practices are available through the links provided in the References section.

References:

📄 [Keysight Human Rights and Labor Policy](#)

📄 [Keysight Environmental and Social Responsibility Expectation...](#)

📄 [2017 Annual Report](#)

📄 [Keysight Global EHS Policy](#)

📄 [Keysight CSR Web Site](#)

📄 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

Ethics and Integrity

Values, Principles, Standards, And Norms Of Behavior GRI 102-16

General Disclosures / Ethics and Integrity / Values, Principles, Standards, And Norms Of Behavior GRI 102-16

A description of the organization's values, principles, standards, and norms of behavior.

Keysight values are the foundation of the company's corporate culture. The values govern and guide behavior as individual employees and as a company. Keysight's culture is based on the three core values of value creation, customer insight and high performance. The first two of these emphasize the need for innovation, speed, focus and accountability to meet customer needs. The last of these specifically instructs all employees to adhere to the highest standards of ethics, integrity and compliance requirements everywhere Keysight does business.

All Keysight employees participate annually in mandatory training in, or certification to, Keysight's Standards of Business Conduct with customers, suppliers, and employees. All sales professionals are required to take additional sales compliance training annually, covering such topics as anticorruption/anti-bribery, antitrust and export controls. All procurement professionals are requested to take additional online training on environmental, health and safety risks, as well as social responsibility, which covers human rights.

For additional information on Keysight's commitment to the highest standard of corporate governance, business conduct, and ethics, please see Keysight's Corporate Governance Guidelines, Director Code of Ethics, Standards of Business Conduct, Amended and Restated Bylaws, Related Person Transaction Policy, Human Rights and Labor Policy, Environmental Policy, Environmental and Social Responsibility Expectations for Suppliers, Statement on Conflict Minerals and the charters of our Audit and Finance Committee, Compensation Committee, Executive Committee, and Nominating and Corporate Governance Committee, available at www.investor.keysight.com under "Corporate Governance."

References:

[Keysight SBC](#)

[Keysight Nominating and Corporate Governance Committee Chart...](#)

[Keysight Human Rights and Labor Policy](#)

[Keysight Executive Committee Charter](#)

[Keysight Compensation Committee Charter](#)

[Keysight Statement on Conflict Minerals](#)

[Keysight Audit and Finance Committee Charter](#)

[Keysight Related Person Transaction Policy](#)

[Keysight Director Code of Ethics](#)

[Keysight Amended and Restated Bylaws](#)

[Keysight Environmental and Social Responsibility Expectation...](#)

[Keysight Corporate Governance Guidelines](#)

Mechanism for Advice and Concerns about Ethics GRI 102-17

General Disclosures / Ethics and Integrity / Mechanism for Advice and Concerns about Ethics GRI 102-17

Descriptions of internal and external mechanisms for seeking advice about ethical and lawful behavior, and organizational integrity and reporting concerns about unethical or unlawful behavior, and organizational integrity.

Internal and external mechanisms for seeking advice about ethical and lawful behavior, and organizational integrity:

Keysight provides several mechanisms for employees to report concerns:
1) Keysight has an open door policy and encourages all employees to voice concerns to a manager or member of the Legal Department when seeking advice on ethical and lawful behavior.
2) Keysight provides a more formal advice line for employees. Internally, Keysight employees may obtain legal advice through a webform called "Ask the Legal Department." Inquiries are routed to the appropriate member or members of the Legal Department to respond.
3) The Keysight Compliance Hotline provides employees and third parties the ability to raise issues of ethics, law and integrity confidentially and anonymously.
4) The Keysight Standards of Business Conduct provides guidance on ethical behavior and is available to all employees via Keysight's intranet home page.

Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and organizational integrity:

The Keysight Compliance Hotline gives employees and third parties the ability to raise issues of ethics, law and integrity. The structure of the Hotline protects whistleblowers and ensures all reports are taken seriously and resolved expeditiously. Hotline reports can be made confidentially and anonymously, via phone or the internet, and in numerous languages. Only Keysight's Internal Audit and Compliance teams have access to the reports (unless a report targets members of those teams, in which case the report is routed to Keysight's General Counsel). Internal Audit and Compliance respond to all Hotline reports promptly, investigate issues thoroughly and notify reporters when the teams reach a resolution.

References:

Keysight SBC

Keysight Ask the Legal Department

Keysight Compliance Hotline

Governance

Governance Structure GRI 102-18

General Disclosures / Governance / Governance Structure GRI 102-18

Governance structure of the organization, including committees of the highest governance body and committees responsible for the decision-making on economic, environmental, and social topics.

Committee Function	Name of Committee	Formal Board Responsibility?	Number of Executive Directors	Number of Non-Executive Directors (NEDs)	Number of connected NEDs
☑ Audit/Accounting	Audit and Finance Committee	☑		3	
☑ Remuneration/ Compensation	Compensation Committee	☑		3	
☑ Nomination	Nominating/Corporate Governance Committee	☑		6	
☐ Worldwide Labor Policies and Practices		☐			
☐ Human Rights Issues		☐			
☐ Diversity and Employment Equity		☐			
☐ Supply Chain Social Responsibility		☐			
☐ Corp. Social Responsibility, Corp. Citizenship, Sustainable Development		☐			
☐ Health and Safety		☐			
☐ Environmental Issues		☐			
☐ Risk Management		☐			
☐ Ethics Issues		☐			
☐ Political Involvement		☐			
☐ Customer Service and Quality		☐			
☐ Community and Public Relations		☐			
☐ Charitable Giving		☐			
Other Executive Committee	Executive Committee	☑	1	1	
Is the company's governance structure data publicly available? Yes Link to disclosure:http://investor.keysight....					

Additional Comments

Keysight Technologies is led by a chief executive officer and overseen by a board of directors. The current committees of the board are Audit and Finance, Compensation, Executive, and Nominating and Corporate Governance. The board selects the chief executive officer in accordance with the company's bylaws and other applicable policies. Information on Keysight's governance structure can

be found on the company's Investor Relations website at http://investor.keysight.....

References:

📋 Keysight Investor Relations

Delegating Authority GRI 102-19

General Disclosures / Governance / Delegating Authority GRI 102-19

Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.

Reason for Omission:
Not Applicable
Why considered not applicable:
There is not a formal process in place for this. The board of directors provides guidance on these issues as needed.

Executive-Level Responsiblity for Economic, Environmental, and Social Topics GRI 102-20

General Disclosures / Governance / Executive-Level Responsiblity for Economic, Environmental, and Social Topics GRI 102-20

Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.

	Name	Position or Title	Organizational Level from Board (#)	Organizational Level from CEO (#)	Reporting Line
Overall Responsibility for Corporate Social Responsibility and Sustainability	Hamish Gray	Senior Vice President, Corporate Services	3		Hamish Gray reports to Ingrid Estrada, Senior Vice President, Chief People & Administrative Officer, Chief of Staff
Health and Safety	Ingrid Estrada	Senior Vice President, Chief People & Administrative Officer, Chief of Staff	2		Ingrid Estrada reports to Ron Nersesian, President and Chief Executive Officer
Diversity and Employment Equity	Ingrid Estrada	Senior Vice President, Chief People & Administrative Officer, Chief of Staff	2		Ingrid Estrada reports to Ron Nersesian, President and Chief Executive Officer
Community and Public Relations	Hamish Gray	Senior Vice President, Corporate Services	3		Hamish Gray reports to Ingrid Estrada, Senior Vice President, Chief People & Administrative Officer, Chief of Staff
Environmental Issues	Ingrid Estrada	Senior Vice President, Chief People & Administrative Officer, Chief of Staff	2		Ingrid Estrada reports to Ron Nersesian, President and Chief Executive Officer
Risk Management	Neil Dougherty	Senior Vice President, Chief Financial Officer	2		Neil Dougherty reports to Ron Nersesian, President and Chief Executive Officer
Supply Chain Social Responsibility	Gooi Coon Chai	Electronic Industrial Solutions Group Senior Vice President	2		Soon Chai Gooi reports to Ron Nersesian, President and Chief Executive Officer
Compliance/Ethics Issues	Stephen Williams	Senior Vice President, General Counsel and Secretary	2		Stephen Williams reports to Ron Nersesian, President and Chief Executive Officer
Specify all job titles held by the person assigned overall ownership of the compliance and ethics program. Please select all that apply. Executive, Senior, or Vice President (or similar level)					
Human Rights Issues	Ingrid Estrada	Senior Vice President, Chief People & Administrative Officer, Chief of Staff	2		Ingrid Estrada reports to Ron Nersesian, President and Chief Executive Officer
*Labor Issues	Stephen Williams	Senior Vice President, General Counsel and Secretary	2		Stephen Williams reports to Ron Nersesian, President and Chief Executive Officer

| Quality Management | Hamish Gray | Senior Vice President, Corporate Services | 3 | | Hamish Gray reports to Ingrid Estrada, Senior Vice President, Chief People & Administrative Officer, Chief of Staff |

Additional Comments

Profiles for all Keysight executives are available at
https://about.keysight.co....

Consulting Stakeholders on Economic, Environmental, and Social Topics GRI 102-21

General Disclosures / Governance / Consulting Stakeholders on Economic, Environmental, and Social Topics GRI 102-21

Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.

All stakeholders with significant concerns may report those concerns to the Chairman of the Board of Directors by e-mail through the company's external website at http://investor.keysight......

Shareholders can additionally express concerns at Keysight's annual shareholder meeting. Employees can express concerns to the Chairman of the Board of Directors as described above as well as through their management team.

Composition of the Highest Governance Body and its Committees GRI 102-22

General Disclosures / Governance / Composition of the Highest Governance Body and its Committees GRI 102-22

Composition of the highest governance body and its committees.

	Male	Female	Total Number	
Total board members with executive functions	1	0	1	
Total non-executive directors (excluding independent directors)	0	1	1	
Total independent non-executive directors on the board	6	0	6	
Total board	7	1	8	
	Total			
Membership of under-represented social groups	1			
Stakeholder Representation:	0			
Board member	Other commitments	Competences relating to economic, environmental and social impacts	Stakeholder representation	Tenure/term length
Jean Halloran	Female non-executive director			3
Diversity is a concept that is difficult to simply define or measure, especially in a questionnaire completed by companies located around the world. For this reason, explain any diversity, as your company defines it, among the directors on your Board or other governing authority. One female non-executive director				
Data publicly available: Yes Link to disclosure:http://www.keysight.com/g...				

References:

Proxy Statement 2018

Chair of the Highest Governance Body GRI 102-23

General Disclosures / Governance / Chair of the Highest Governance Body GRI 102-23

Whether the chair of the highest governance body is also an executive officer in the organization.

◉ Roles of Chairman and Chief Executive (or their equivalents) are separate.	
◯ Role of CEO and Chairman is split and former CEO-Chairman is now Chairman.	
◯ Role of CEO and Chairman is split and chairman is non-executive but not independent.	
◯ Role of CEO and Chairman is split and former CEO-Chairman is now Chairman, and an independent lead director is appointed.	
◯ Role of Chairman and CEO is joint.	
◯ Role of Chairman and CEO is joint, and an independent lead director is appointed.	

If an independent lead director is appointed (split or joint), please indicate name:	Paul Clark

◉ Chairman is non-executive and independent	
◯ Chairman is an executive director	

If chairman is non-executive and independent, indicate when this approach was adopted:	2014

Data Publicly Available:

Yes

Nominating and Selecting the Highest Governance Body GRI 102-24

General Disclosures / Governance / Nominating and Selecting the Highest Governance Body GRI 102-24

Nomination and selection processes for the highest governance body and its committees and the criteria used for nominating and selecting highest governance body members.

Keysight's Corporate Governance Guidelines provide that the Nominating and Corporate
Governance Committee is responsible for reviewing with Keysight's Board the appropriate skills and
characteristics required of Board members in the context of the makeup of the Board and developing criteria for identifying and evaluating Board candidates.

The process that this Committee uses to identify a nominee to serve as a member of the Board
depends on the qualities being sought. From time to time, Keysight may engage an executive search firm to assist the Committee in identifying individuals qualified to be Board members. The Nominating and Corporate Governance Committee considers the knowledge, experience, diversity and personal and professional integrity of potential directors, as well as their willingness to devote the time necessary to effectively carry out the duties and responsibilities of Board membership. The
Nominating and Corporate Governance Committee may reevaluate the relevant criteria for Board membership from time to time in response to changing business factors or regulatory requirements.

The Board is responsible for selecting candidates for election as directors based on the
recommendation of the Nominating and Corporate Governance Committee.

References:

Proxy Statement 2018

Keysight Nominating and Corporate Governance Committee
Chart...

Keysight Corporate Governance Guidelines

Conflicts of Interest GRI 102-25

Processes for the highest governance body to ensure conflicts of interest are avoided and managed.

From 2018 Proxy: Keysight has adopted a Standards of Business Conduct that requires all its business activities to be conducted in compliance with laws, regulations and ethical principles and values. All officers and employees of Keysight is required to read, understand and abide by the requirements of the Standards of Business Conduct. Keysight has also adopted a Director Code of Ethics applicable to Keysight's directors.

From Director Code of Ethics: Each member of the Board must ensure that other existing and anticipated future commitments do not materially interfere with such member's service as a director. As long as you remain a Keysight director, you must avoid situations where your loyalties may be divided between Keysight's interests and your own. Keysight expects you to avoid even the appearance of a conflict of interest. You should not accept any gift of value which indicates an intent to influence improperly the normal business relationship between the Company and any supplier, customer or competitor. If you are an independent director, additional restrictions apply as noted in the Keysight's Corporate Governance Guidelines.

References:

[Proxy Statement 2018](#)

[Keysight Director Code of Ethics](#)

[Keysight Corporate Governance Guidelines](#)

Role of the Highest Governance Body in Setting Purpose, Values, and Strategy GRI 102-26

General Disclosures / Governance / Role of the Highest Governance Body in Setting Purpose, Values, and Strategy GRI 102-26

Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.

The purpose, values and strategy of Keysight are set by Keysight's executives. The Board of Directors is consulted on enterprise-wide business strategies and other company initiatives. Keysight financial strategy and planning, as well as material mergers and acquisitions, require Board approval.

Collective Knowledge of Highest Governance Body GRI 102-27

General Disclosures / Governance / Collective Knowledge of Highest Governance Body GRI 102-27

Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.

From 2018 Proxy:

To be considered by the Nominating and Corporate Governance Committee, a director nominee must have:
• a reputation for personal and professional integrity and ethics;
• executive or similar policy-making experience in relevant business or technology areas or
national prominence in an academic, government or other relevant field;
• breadth of experience;
• soundness of judgment;
• the ability to make independent, analytical inquiries;
• the willingness and ability to devote the time required to perform Board activities adequately;
• the ability to represent the total corporate interests of Keysight; and
• the ability to represent the long-term interests of stockholders as a whole.

In addition, Keysight's Corporate Governance Guidelines state:

The Board shall provide directors with access, at the Company's expense, to internal and external orientation programs and continuing education programs to ensure that they have sufficient information about the Company and their duties.

References:

Proxy Statement 2018

Keysight Corporate Governance
Guidelines

Evaluating the Highest Governance Body's Performance GRI 102-28

General Disclosures / Governance / Evaluating the Highest Governance Body's Performance GRI 102-28

Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics.

From Keysight's Corporate Governance Guidelines:

The Board and each of its committees shall conduct an annual self-assessment of the performance of the Board, each committee of the Board, as applicable. The Nominating and Corporate Governance Committee is also responsible for reporting annually to the Board an assessment of the Board's and its committees' performance, to be discussed with the full Board following the end of each fiscal year. These assessments should review the Board's and the committees' contributions as a whole and specifically review areas in which the Board and/or management believes a better contribution could be made in the short- and long-term. The purpose of these assessments should be to improve the effectiveness of the Board, each committee and the individual directors.

References:

[Keysight Corporate Governance Guidelines - PDF](#)

Identifying and Managing Economic, Environmental, and Social Impacts GRI 102-29

General Disclosures / Governance / Identifying and Managing Economic, Environmental, and Social Impacts GRI 102-29

Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.

From the 2018 Proxy Statement:

The Board executes its risk management responsibility directly and through its Committees. The Audit and Finance Committee has primary responsibility for overseeing Keysight's enterprise risk management process. The Audit and Finance Committee receives updates and discusses individual and overall risk areas during its meetings, including Keysight's financial risk assessments, risk management policies and major financial risk exposures and the steps management has taken to monitor and control such exposures. The Compensation Committee oversees risks associated with Keysight's compensation policies and practices with respect to both executive compensation and compensation generally. The Compensation Committee receives reports and discusses whether Keysight's compensation policies and practices create risks that are reasonably likely to have a material adverse effect on the Company.

The Board is kept abreast of its Committees' risk oversight and other activities via reports of the Committee chairpersons to the full Board during Board meetings.

References:

Proxy Statement 2018

Effectiveness of Risk Management Process GRI 102-30

General Disclosures / Governance / Effectiveness of Risk Management Process GRI 102-30

Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.

The Audit & Finance Committee reviews the company's risk assessment, which broadly covers strategic, operational, and compliance/reporting risks. The assessment is conducted by Internal Audit jointly with Compliance and includes self-assessments by key executives responsible for all major businesses and functions in the company. Inputs from each executive are documented in writing followed by an interview then summarized in a report.

Focused reviews of specific areas are also conducted by the Audit & Finance Committee. For example, a Compliance update is provided that covers developments in the regulatory or legal environment and the company's progress in addressing previously identified compliance risks. The Audit and Finance Committee also receives periodic updates for IT and business continuity for order fulfillment that include risk assessments and mitigation strategies as appropriate.

The Audit & Finance Committee reviews the results of internal audits, which include financial, compliance, and operational assessments. Specific issues are identified in the audit and remediation plans are implemented by the business owner.

Keysight has a Business Continuity Program that includes 3 key elements: Business Continuity Planning, Crisis Management, and Disaster Recovery Plans. The company periodically tests the effectiveness of Business Continuity and Disaster Recovery Plans.

The Audit & Finance Committee provides regular reports to the Board of Directors.

References:

📄 [Keysight Business Continuity Program](#)

📄 [Keysight Audit and Finance Committee Charter](#)

Review Of Economic, Environmental, and Social Topics GRI 102-31

General Disclosures / Governance / Review Of Economic, Environmental, and Social Topics GRI 102-31

Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.

A company-wide risk assessment is conducted bi-annually with updates provided to the Audit & Finance Committee. Focused reviews of specific risk areas may be done at the request of the Audit & Finance Committee.

Internal audit findings are reported at every Audit & Finance Committee meeting. There were 5 regular committee meetings in 2017.

Business Continuity and Disaster Recovery Plans are tested periodically to ensure their effectiveness. Results are shared with Executive Management and the Board of Directors, as appropriate.

Reason for Omission:
Not Applicable
Why considered not applicable:

References:

Keysight Audit and Finance Committee Charter

Highest Governance Body's Role in Sustainability Reporting GRI 102-32

General Disclosures / Governance / Highest Governance Body's Role in Sustainability Reporting GRI 102-32

Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.

The Senior Vice President, Corporate Services, reviews and approves Keysight's Annual Corporate Social Responsibility Report and ensures all appropriate aspects are covered.

Communicating Critical Concerns GRI 102-33

General Disclosures / Governance / Communicating Critical Concerns GRI 102-33

Process for communicating critical concerns to the highest governance body.

Keysight maintains a public link for anyone to raise concerns to the Chairman of the Board. The link is here: http://investor.keysight.....

Concerns also may be raised by Senior Management or other employees directly to the Board in meetings of Committees of the Board or the full Board.

References:

📄 Keysight Ask Chairman

Nature and Total Number of Critical Concerns GRI 102-34

General Disclosures / Governance / Nature and Total Number of Critical Concerns GRI 102-34

Total number and nature of critical concerns that were communicated to the highest governance body and mechanism(s) used to address and resolve critical concerns.

Communicated Concern	Mechanism(s) Used to Address Concern
None	N/A

Remuneration Policies GRI 102-35

Remuneration policies for the highest governance body and senior executives by type of remuneration.

REMUNERATION TYPE	DETAILS
Fixed pay and variable pay:	
☑ Performance-based pay ☑ Equity-based pay ☑ Bonuses ☑ Deferred or vested shares	For directors, from 2018 Proxy: (1) Each non-employee director may elect to defer all or part of the cash compensation to the Deferred Compensation Plan for Non-Employee Directors. Any deferred cash compensation is converted into shares of Keysight common stock. (2) The stock will be granted on the later of (i) March 1 or (ii) the first trading day after each Annual Meeting of Stockholders. The number of shares underlying the stock grant is determined by dividing $180,000 by the average fair market value of Keysight's common stock over 20 consecutive trading days up to and including the day prior to the grant date. The stock grant vests immediately upon grant. Voluntary deferral is available as an option for the non-employee directors. (3) Non-employee directors (excluding the Non-Executive Chairman) who serve as the chairperson of a Board Committee receive a "Committee chair premium" of $15,000 in cash, paid at the beginning of each Plan Year. (4) Non-employee directors (including the Non-Executive Chairman) who serve as the chairperson or a member of the Audit and Finance Committee receive an additional $10,000 in cash, paid at the beginning of each Plan Year. For executives, also from the 2018 Proxy: The key components of our regular compensation program are as follows: Base Salary – The Compensation Committee regularly reviews base salaries for our executive officers and may adjust them, if needed, to reflect changes in market conditions or other factors, including changing responsibilities as our executive officers' positions evolve. As a relatively new independent company, we target base salaries for our executive officers with the goal of bringing salaries closer to market of our peers over time. The base salary provides a competitive level relative to market data of our peers and each executive officer's position, performance, skills and experience in order to attract and retain the best talent. Short-Term Cash Incentive Awards – The Performance-Based Compensation Plan for our NEOs and others in executive and senior manager roles provides cash awards every six months depending on Company performance. The awards are directly linked to the achievement of semi-annual financial objectives and/or annual strategic objectives established by the Compensation Committee at the beginning of each performance period, based on the financial and strategic plan approved by the Board for that year. In addition, the Compensation Committee reviews and approves the short-term incentive plan threshold and maximum tied to each objective, benchmarking our internal historical achievement against external market data to ensure alignment with the external market and the latest compensation practices. The short term cash incentives are tied to the financial and strategic objectives with each objective weighted depending on each executive's roles and responsibilities. Depending upon the Company's performance, the payout ranges from 0% to 200%. The Compensation Committee may exercise negative discretion to determine the final strategic award payout. Long-Term Incentives – We use the following long-term incentive vehicles to ensure that our LTP Program remains balanced, sustainable and supportive of its objectives over a multi-year period: • PSUs support the objectives of linking realized value to the achievement of critical performance objectives and stockholder alignment. Shares of our common stock earned under our LTP Program are based on long-term returns to stockholders as measured by relative TSR against our long-term incentives peer group. • RSUs are used to keep our executive officers focused on the absolute performance of the Company's stock price. We believe RSUs encourage behavior and initiatives that support sustained long-term stock price increase, which benefits all stockholders. In addition, RSUs are becoming more prevalent in our peer group as have they have greater retentive value.
☐ Sign-on bonuses or recruitment incentive payments	
☑ Termination payments	For executives, from the 2018 Proxy: The Compensation Committee has adopted an Officer and Executive Severance Plan for our U.S. based officers and executives, which provide specified severance payments and benefits in cases where our management decides to replace or make significant changes to the officer's duties.
☑ Clawbacks	For executives, from the 2018 Proxy: Our Executive Compensation Recoupment Policy applies to all executive officers subject to Section 16 of the Securities Exchange Act. Under this Policy, in the event of (A) a material restatement of financial results, or (B) fraud or misconduct by an executive officer, the Compensation Committee will, in the case of a restatement, review all short-term and long-term incentive compensation awards that were paid or awarded to the executive officers for performance periods beginning after October 31, 2014 that occurred, in whole or in part, during the restatement period. In the case of fraud or misconduct, the Compensation Committee will consider actions to remedy the fraud or misconduct, prevent its recurrence, and impose discipline on the wrongdoers, in each case, as it deems appropriate. These actions may include without limitation, to the extent permitted by governing law, requiring reimbursement

		of compensation, causing the cancellation of outstanding restricted stock or deferred stock awards, stock options, and other equity incentive awards, limiting future awards or compensation, and requiring the disgorgement of profits realized from the sale of shares of our common stock to the extent such profit was, in part or in whole, resulting from fraud or misconduct.
☑	Retirement benefits	For executives, from the 2018 Proxy: The Keysight Technologies, Inc. Retirement Plan, the Keysight Technologies, Inc. Supplemental Benefit Retirement Plan, the Keysight Technologies, Inc. Deferred Profit-Sharing Plan and the Keysight Technologies, Inc. 201(k) Plan are designed for long-term employment retention as well as to support the career-employment strategy and to provide employee retirement savings.
	How performance criteria in the remuneration policy relate to the CEO and senior executives' economic, environmental and social objectives:	Pay for Performance is linked to financial objectives.

References:

Proxy Statement 2018

Process for Determining Remuneration GRI 102-36

Process for determining remuneration.

From 2018 Proxy:

Each November, the Compensation Committee, with the assistance of F.W. Cook, and our management team, determines the target total direct compensation opportunities for all of our executive officers, including our NEOs, based on a thorough review of their individual performance and the following additional factors (collectively, "Compensation Factors"):
• Responsibilities and capabilities of each executive officer
• Competitive market data provided by F.W. Cook
• "Tally sheets" describing the total compensation received by each executive officer
• Each executive officer's self-evaluation and evaluation by the CEO and Senior Vice President of Human Resource as presented to the Compensation Committee
• Qualitative evaluation of each executive officer's overall and corporate performance by the Compensation Committee or the independent members of our Board of Directors
• Objective assessment of each executive officer's actual performance against pre-established goals and financial targets

The CEO and Senior Vice President of Human Resources do not provide recommendations to the Compensation Committee for his/her own compensation. Our CEO's target total direct compensation opportunity is reviewed annually by the Compensation Committee, which then presents its recommendation to the independent members of our Board of Directors for discussion. The Compensation Committee then makes the final determination on the target total direct compensation for our CEO.

References:

[Proxy Statement 2018](#)

Stakeholders' Involvement in Remuneration GRI 102-37

General Disclosures / Governance / Stakeholders' Involvement in Remuneration GRI 102-37

How stakeholders' views are sought and taken into account regarding remuneration.

From the 2018 Proxy:
The stockholders of Keysight are entitled to cast an advisory vote at the Annual Meeting to approve the compensation of the Company's named executive officers, as disclosed in this proxy statement. The stockholder vote is an annual advisory vote only and is not binding on Keysight or its Board. Although the vote is non-binding, the Compensation Committee and the Board value your opinions and will consider the outcome of the vote in establishing compensation philosophy and making future compensation decisions.

References:

[Proxy Statement 2018](#)

Annual Total Compensation Ratio GRI 102-38

General Disclosures / Governance / Annual Total Compensation Ratio GRI 102-38

Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

Country	Ratio (Highest Paid : Median Income)

Reason for Omission:
Confidentiality constraints
Specific confidentiality constraints:
We do not report this information publicly.

Percentage Increase in Annual Total Compensation Ratio GRI 102-39

General Disclosures / Governance / Percentage Increase in Annual Total Compensation Ratio GRI 102-39

Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.

Country	Ratio (Highest Increase : Median Increase)

Reason for Omission:
Confidentiality constraints
Specific confidentiality constraints:
Keysight does not disclose detailed compensation data, but the data is tracked

Stakeholder Engagement

List of Stakeholder Groups GRI 102-40

General Disclosures / Stakeholder Engagement / List of Stakeholder Groups GRI 102-40

List of stakeholder groups engaged by the organization.

Keysight's stakeholders include:

• Customers
• Employees
• Investors
• Investment community analysts
• Suppliers
• Government agencies
• Communities
• Prospective Employees
• Market/Technology/Industry Influencers
• Partners -- strategic and channel
• Non-governmental organizations
• Industry standard-setting organizations

Collective Bargaining Agreements GRI 102-41

General Disclosures / Stakeholder Engagement / Collective Bargaining Agreements GRI 102-41

Percentage of total employees covered by collective bargaining agreements

	2017	2016	2015	2014
Percentage of total employees covered by collective bargaining agreements:	5.7%	0%	0%	

Additional Comments

Keysight meets all applicable laws, regulations, and standards where we do business.

Identifying and Selecting Stakeholders GRI 102-42

General Disclosures / Stakeholder Engagement / Identifying and Selecting Stakeholders GRI 102-42

Basis for identification and selection of stakeholders with whom to engage.

Keysight identified external stakeholders based on the relevance of their industry and perspectives to Keysight's business, history of partnering and engagement with Keysight, and their expertise in relevant fields. As part of a formal materiality assessment, the company engaged stakeholder groups including company executives, investors, customers, academics and non-profit organizations.

Approach to Stakeholder Engagement GRI 102-43

General Disclosures / Stakeholder Engagement / Approach to Stakeholder Engagement GRI 102-43

Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.

Stakeholder Type / Stakeholder Group	Frequency of engagement	Approach	Portion of engagement undertaken as part of the report preparation process
Keysight Customer Satisfaction Survey	After a recent transaction	Customer satisfaction with recent transactions with one of four touch points: Business Center, Contact Center, Sales, and Service Customers receive email invitations with a link to the survey for gauging their satisfaction with recent transactions	
Keysight Customer Web Survey	Once every three months for 1-2 weeks	Customer satisfaction with Keysight's external website Customers are randomly invited to answer a survey during their visit to the Keysight website to evaluating satisfaction with web.	
Non-Governmental Organizations	Periodically	Evaluate NGO requests and respond appropriately.	Included in materiality assessment used as basis for material reporting elements.
Employee	On regular intervals	Regular performance reviews and discussions with immediate supervisors. All employees have regular reviews with their immediate supervisor	
Employee	Quarterly	Employee sessions are to share business updates and country-specific information, as well as to answer employee questions At locations around the world, quarterly sessions are conducted to provide updates on Keysight's business, country- specific updates and provide employee Q&A sessions.	
Suppliers	Monthly	Keysight compliance requirements are communicated through e-mail to all newly added suppliers.	
Company Executives	Regularly	Strategic review and approval	Included in materiality assessment used as basis for material reporting elements.
Investor	Quarterly earning conference calls	Scheduled conference calls to discuss Keysight performance.	Included in materiality assessment used as basis for material reporting elements.
Investor	Annual shareholder meeting	The stockholder meeting is open to all shareholders and provides an opportunity to vote on proposals.	Included in materiality assessment used as basis for material reporting elements.
Investor	Investors conferences	Keysight shares updates and insights with investors.	Included in materiality assessment used as basis for material reporting elements.
Customers	Regularly	Engage as required to support customer requirements.	Included in materiality assessment used as basis for material reporting elements.
☐ No stakeholder engagement approach			

Additional Comments

Keysight engages with key stakeholders through consultation, surveys, ad-hoc feedback and reviews. The company has ongoing relationships with local, regional, and national regulators regarding operational areas such as Environmental Health and Safety (EHS); employee engagement and labor compliance, product environmental and safety compliance.

Key Topics and Concerns Raised GRI 102-44

General Disclosures / Stakeholder Engagement / Key Topics and Concerns Raised GRI 102-44

Key topics and concerns that have been raised through stakeholder engagement.

Stakeholder Group	Key Topics/Concerns	Response
Customers	Product quality Product end-of-life / takeback Packaging and waste Supply chain accountability and human rights Conflict minerals	This information is used as input for new solutions and customer response.
Communities	Sponsorships Community Volunteerism Sustainability / energy use Hazardous materials / chemicals Workforce attraction and development Heath and Safety	This information is used as input for Keysight's corporate social responsibility strategy and program development.
Employees	Pay Benefits Health & Safety Corporate Transparency & Integrity Workplace experience and employee talent Community Engagement	This information is used as input for Keysight's corporate social responsibility strategy, program development and pay and benefits annual reviews.
Investors	Growth & Returns Ethics and Governance Sustainability governance and transparency Supply chain human rights Product innovation Workforce development	This information is used as input for Keysight's strategies.
Suppliers	Supplier policies Payment terms Ethics and Governance	This information is used as input for Keysight's strategies and policies related to supplier engagement.
Data not publicly available.		

Additional Comments

The results of the stakeholder engagements are used to determine which topics and aspects Keysight deems material.

Reporting Practice

Entities Included in the Consolidated Financial Statements GRI 102-45

General Disclosures / Reporting Practice / Entities Included in the Consolidated Financial Statements GRI 102-45

Entities included in the consolidated financial statements.

Entities	Report Coverage
(1) Communications Solutions Group (2) Electronic Industrial Solutions Group (3) Ixia Solutions Group (4) Services Solutions Group	Covered in report

References:

📄 [Keysight 2016 Annual Report](#)   Page(s) 3

📄 [Keysight 2016 10K](#)

📄 [2017 Annual Report](#)

Defining Report Content and Topic Boundaries GRI 102-46

General Disclosures / Reporting Practice / Defining Report Content and Topic Boundaries GRI 102-46

Details on report content and topic boundaries.

Keysight's Corporate Social Responsibility (CSR) Report is developed based on the company's CSR vision to build a better planet by accelerating innovation to connect and secure the world and employing a global business framework of ethical, environmentally sustainable and socially responsible operations.

In support of this vision, and based on input from internal and external stakeholders, as well as industry consultants, Keysight has defined in this report the company's material topics and boundaries aligned to the Global Reporting Initiative (GRI) Standards reporting guidelines.

Additional Comments

For more information on Keysight's CSR foundational pillars, supporting programs, related policies and recent news and accolades, please visit our web site at http://www.keysight.com/g...

References:

📄 [Keysight CSR Web Site](http://www.keysight.com/g...)

List of Material Topics GRI 102-47

General Disclosures / Reporting Practice / List of Material Topics GRI 102-47

A list of the material topics identified in the process for defining report content.

Material topics
Economic topics
Procurement Practices
Anti-corruption
Anti-competitive Behavior
Environmental topics
Energy
Water
Emissions
Effluents and Waste
Environmental Compliance
Supplier Environmental Assessment
Social topics
Employment
Occupational Health and Safety
Training and Education
Diversity and Equal Opportunity
Child Labor
Forced or Compulsory Labor
Security Practices
Human Rights Assessment
Public Policy
Customer Health and Safety
Customer Privacy

Additional Comments

Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refers to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility. It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q.

References:

[Keysight CSR Material Topics](#)

Restatements of Information GRI 102-48

General Disclosures / Reporting Practice / Restatements of Information GRI 102-48

Explanation of the effect of any restatements of information provided in previous reports, and the reasons for such restatements.

There are no restatements of information provided in previous reports other than to address new/updated GRI guidelines in data requests given change in reporting from GRI G4 in 2016 reporting to GRI Standards in this 2017 reporting.

Changes in Reporting GRI 102-49

General Disclosures / Reporting Practice / Changes in Reporting GRI 102-49

Significant changes from previous reporting periods in the list of material topics and topic Boundaries.

There are no significant changes since the previous report in the list of Keysight material aspects, topics or topic boundaries.

Reporting Period GRI 102-50

General Disclosures / Reporting Practice / Reporting Period GRI 102-50

Reporting period for information provided.

Start Date:	1 November 2016
End Date:	31 October 2017

Additional Comments

This reporting period aligns with Keysight's fiscal year November 1, 2016 through October 31, 2017. Data from previous fiscal years is provided when requested and available.

Comments for a specific organization(s)
- *CDP Water*

This reporting period aligns with Keysight's fiscal year November 1, 2016 through October 31, 2017. Data from previous fiscal years is provided when requested and available.

Date of Most Recent Report GRI 102-51

General Disclosures / Reporting Practice / Date of Most Recent Report GRI 102-51

Date of most recent previous report.

The most recent previous report is the Keysight 2016 Annual Corporate Social Responsibility Report which is based on data from Keysight's fiscal year November 1, 2015 through October 31, 2016. Data from previous fiscal years was provided when requested and available.

References:

 [Keysight 2016 Corporate Social Responsibility Report](#)

Reporting Cycle GRI 102-52

General Disclosures / Reporting Practice / Reporting Cycle GRI 102-52

Reporting cycle (such as annual, biennial).

Keysight publishes its Corporate Social Responsibility Report annually based on previous fiscal year's data.

Contact Point for Questions Regarding the Report GRI 102-53

General Disclosures / Reporting Practice / Contact Point for Questions Regarding the Report GRI 102-53

Contact point for questions regarding the report or its contents.

Name:	Michele Robinson-Pontbriand
Title:	Director, Corporate Social Responsibility
Mailing Address:	Keysight Technologies, Inc. Attn: Michele Robinson-Pontbriand 1900 Garden of the Gods Rd, Colorado Springs, CO 80907-3417,USA
Phone:	(719) 590-2325
Email:	michele_robinson@keysight.com

Claims of Reporting in Accordance with the GRI Standards GRI 102-54

General Disclosures / Reporting Practice / Claims of Reporting in Accordance with the GRI Standards GRI 102-54

The claim made by the organization, if it has prepared a report in accordance with the GRI Standards.

Claim made by the organization, if it has prepared a report in accordance with the GRI Standards:

Comprehensive option

GRI Content Index GRI 102-55

General Disclosures / Reporting Practice / GRI Content Index GRI 102-55

The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.

Please see Keysight's GRI Standards Index online at http://app.one-report.com...

References:

📄 Keysight GRI Standards
Index

External Assurance GRI 102-56

General Disclosures / Reporting Practice / External Assurance GRI 102-56

A description of the organization's policy and current practice with regard to seeking external assurance for the report.

Organization's policy and current practice with regard to seeking external assurance for the report:

Keysight does not perform third party data validation for this report content. The company internally validates all data included in external reports and surveys under the umbrella of its Business Management System, associated audits, policies and program management processes.

Details on the external assurance of the report:

Management Approach

Management Approach

Explanation of the Material Topic and its Boundary GRI 103-1

Management Approach / Management Approach / Explanation of the Material Topic and its Boundary GRI 103-1

Explanation of the material topic and its Boundary.

Material topics	Explanation of why the topics are material	The Boundary for the material topics	Any specific limitation regarding the topic Boundary
Economic topics Procurement Practices Anti-corruption Anti-competitive Behavior			
Environmental topics Energy Water Emissions Effluents and Waste Environmental Compliance			
Social topics Employment Occupational Health and Safety Training and Education Diversity and Equal Opportunity Child Labor Forced or Compulsory Labor Security Practices Human Rights Assessment Customer Health and Safety Customer Privacy Socioeconomic Compliance			

Additional Comments

Please note that all references in this document to materiality, including "material impacts", "material aspects", "material topics" and the "materiality assessment", refers to the relative importance Keysight and its stakeholders assign to certain elements of corporate social responsibility (CSR). It does not refer to, and should not be considered a substitute for, financial materiality as reported in Keysight's 10-K or 10-Q. Keysight does not disclose details of CSR materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.

References:

[Keysight CSR Material Topics](#)

The Management Approach and its Components GRI 103-2

The management approach and its components.

Material topics	An explanation of how the organization manages the topics	A statement of the purpose of the management approach	A description of the components included in the management approach
Economic topics			
Environmental topics			
Social topics			

Additional Comments

Please see individual management approach sections for details on each material topic. Generally, Keysight's CSR program is managed by a cross-functional governance team responsible for meeting the company's corporate citizenship vision and stakeholder expectations by identifying program elements and driving accountabilities company-wide.

Please see our the governance team section of Keysight's Annual CSR Report for more information on overall management system of this team, as well as individual management approach data in this report for details related to each material topic.

References:

📄 [Latest Keysight Corporate Social Responsibility Annual Repor...](#)

Evaluation of the Management Approach GRI 103-3

Evaluation of the management approach.

Material topics	An explanation of how the organization evaluates the management approach for the selected material topics
Economic topics	
Environmental topics	
Social topics	

Additional Comments

Please see individual management approach sections in this report for details on each material topic.

Economic

Economic Performance

Management Approach: Economic Performance GRI 103-1, 103-2, 103-3

Economic / Economic Performance / Management Approach: Economic Performance GRI 103-1, 103-2, 103-3

Explanation of Economic Performance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details. Keysight does not disclose management systems for non-material topics.
103-2: The management approach and its components	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details. Keysight does not disclose management systems for non-material topics.
103-3: Evaluation of the management approach	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details. Keysight does not disclose management systems for non-material topics.

Reason for Omission:
Confidentiality constraints
Specific confidentiality constraints:
This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.

Keysight does not disclose management systems for non-material topics.

References:

[Keysight Material Topics](#)

Direct Economic Value Generated And Distributed GRI 201-1

Economic / Economic Performance / Direct Economic Value Generated And Distributed GRI 201-1

Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations

Currency: USD							
[report in millions]	Value generated	Value distributed					Value retained
Country, region, or market level	Revenues	Operating costs	Wages & benefits	Payments to providers of capital	Payments to governments	Community investments	(generated less distributed)
Enterprise	3,189,000						3189000

Reason for Omission:
Confidentiality constraints
Specific confidentiality constraints:
Keysight reports revenue in the annual report and 10K. Keysight does not publicly report financial information to support the request for wages & benefits, payments to providers of capital, payments to governments, community investments, and the operating costs net of these categories of spending.

Additional Comments

Keysight reports revenue in the annual report and 10K. Keysight does not publicly report financial information to support the request for wages & benefits, payments to providers of capital, payments to governments, community investments, and the operating costs net of these categories of spending.

References:

📄	Keysight 2015 Annual Report	Page(s) 1
📄	Keysight 2016 Annual Report	Page(s) 1
📄	Keysight 2016 10K	
📄	2017 Annual Report	

Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Economic / Economic Performance / Financial Implications And Other Risks And Opportunities Due To Climate Change GRI 201-2

Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure.

Type	Category	Description	Impact Description	Financial Implications	Methods Used to Manage Risk	Costs of Actions
Data publicly available.						

Reason for Omission:
Not Applicable
Why considered not applicable:
Keysight does not believe that climate change represents either a substantial opportunity or risk to our overall business. We do have environmental risks, primarily related to facilities located in earthquake zones, which are disclosed in the Risk Factors of the Form 10-K and Annual Report.

References:

	Keysight 2015 Annual Report	Page(s) 83
	Keysight 2016 Annual Report	Page(s) 83
	2017 Annual Report	

Deemed material? No

Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Economic / Economic Performance / Defined Benefit Plan Obligations and Other Retirement Plans GRI 201-3

Defined benefit plan obligations and other retirement plans.

Retirement plans offered to employees are based on:	Defined benefit plans Defined contribution plans Other types of retirement benefits	Please specify:	Keysight offers defined benefit and/or defined contribution plans which vary by country.	
Separate fund exists to pay the plan's pension liabilities	No			
Estimated value of liabilities				C3
Fund set up to pay the plan's pension liabilities is:				
Percentage of salary contributed by employee or employer				
Type and level of participation in retirement plans	Participation in regional or country-based schemes.			

C3
    Refer to Keysight 2017 Annual report, page 32.

Additional Comments

Please refer to Keysight's 2017 Annual Report - Retirement Plans and Post-Retirement Benefit Plans section starting on page 67.

Deemed material? No

Financial Assistance Received From Government GRI 201-4

Economic / Economic Performance / Financial Assistance Received From Government GRI 201-4

Total monetary value of financial assistance received by the organization from any government during the reporting period.

Currency: USD	2017	2016	2015	2014
Tax relief/credits (Country)				
Tax Incentives	49,000,000	34,000,000		
Total tax relief/credits:	49000000	34000000		
Subsidies (Country)				
Total subsidies:				
Investment grants, research and development grants, and other relevant types of grants (Country)				
Total investment grants, research and development grants, and other relevant types of grants:				
Awards (Country)				
Total awards:				
Royalty holidays (Country)				
Total royalty holidays:				
Financial assistance from Export Credit Agencies (ECAs) (Country):				
Total financial assistance from Export Credit Agencies (ECAs):				
Financial incentives (Country)				
Total financial incentives:				
Other financial benefits received from any government for any operation (Country)				
Total other financial benefits received or receivable from any government for any operation:				
Government is present in the shareholding structure: No				

Reason for Omission:
Confidentiality constraints
Specific confidentiality constraints:
Data provided for tax credits and benefits is limited to information included in the Keysight Annual Report and 10K. All other information is not publicly disclosed.

Additional Comments

Data provided for tax credits and benefits is limited to information included in the Keysight Annual Report and 10K. All other information is not publicly disclosed.

References:

📄 [Keysight 2016 Annual Report](#)

📄 [Keysight 2016 10K](#) Page(s) 35

📄 [2017 Annual Report](#) Page(s) 39

Deemed material? No

Market Presence

Management Approach: Market Presence GRI 103-1, 103-2, 103-3

Economic / Market Presence / Management Approach: Market Presence GRI 103-1, 103-2, 103-3

Explanation of Market Presence as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 202 Market Presence	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight does not disclose management systems for non-material topics.
103-3: Evaluation of the management approach	Keysight does not disclose management systems for non-material topics.

References:

[Keysight Material Topics](#)

Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Economic / Market Presence / Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage GRI 202-1

Ratio of standard entry level wage by gender compared to local minimum wage.

Significant location of operations used for the ratio of employee entry level wage to local minimum wages: Locations where there are 100+ headcount in the Individual Contributor A job model group and there is a national minimum wage.										
Ratio of employee entry level wages to the minimum wage at significant locations of operations			2017		2016		2015		2014	
Significant location of operations	Local minimum wage	Gender or Total Workforce	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage	Minimum wage used	Ratio of entry level wage to minimum wage
U.S.	Exists	Total Workforce		2						
Malaysia	Exists	Total Workforce		1.51						
Ratio of other workers entry level wages to minimum wage at significant locations of operations:										

Additional Comments

Keysight tracks the ratio of entry wage to minimum wage. The data for significant location of operations is not all disclosed due to reason of confidentiality.

Significant location of operations are location with +100 employees.

Deemed material? No

Proportion Of Senior Management Hired From The Local Community GRI 202-2

Economic / Market Presence / Proportion Of Senior Management Hired From The Local Community GRI 202-2

Percentage of senior management at significant locations of operation that are hired from the local community.

	2017	2016	2015	2014
Percentage of senior management at significant locations of operation that are hired from the local community:	100%			
Definition of 'senior management': Defined as Exec I and above job classification				
Geographical definition of 'local': refer to GRI standard glossary				
Definition used for 'significant locations of operation': with employee population +100				

Additional Comments

The data is fiscal year 2017 new hired Senior Management
positions

References:

[=] Keysight Who We Are

Deemed material? No

Indirect Economic Impacts

Management Approach: Indirect Economic Impacts GRI 103-1, 103-2, 103-3

Economic / Indirect Economic Impacts / Management Approach: Indirect Economic Impacts GRI 103-1, 103-2, 103-3

Explanation of Indirect Economic Impacts as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 203 Indirect Economic Impacts	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight does not disclose management systems for non-material topics.
103-3: Evaluation of the management approach	Keysight does not disclose management systems for non-material topics.

References:

[Keysight Material Topics](#)

Infrastructure Investments And Services Supported GRI 203-1

Economic / Indirect Economic Impacts / Infrastructure Investments And Services Supported GRI 203-1

Extent of development of significant infrastructure investments and services supported.

Name of investment/service	Extent of development of significant infrastructure investments and services supported:	Current or expected (positive and negative) impacts on communities and local economies:	Investments and Services Type

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:

Additional Comments

Keysight does not consider this a material
topic.

Significant Indirect Economic Impacts GRI 203-2

Economic / Indirect Economic Impacts / Significant Indirect Economic Impacts GRI 203-2

Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.

Examples of indirect economic impacts, both positive and negative:	Keysight does not measure indirect economic impacts as noted, however the company does measure progress toward building a better planet through key impact goals in the areas of communities, education and the environment.
Significance of the impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agenda:	Keysight does not directly track indirect economic impacts in context of external benchmarks.

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
There are no steps being taken to obtain this data.

Additional Comments

Keysight's Corporate Social Responsibility (CSR) vision is to build a better planet by accelerating innovation to connect and secure the world through our hardware, software and services solutions, and employing a global business framework of ethical, environmentally sustainable and socially responsible operations. Please see our Key Impact Goals overview in the narrative content of our CSR report.

References:

📄 Latest Keysight Corporate Social Responsibility Annual Repor...

Deemed material? No

Procurement Practices

Management Approach: Procurement Practices GRI 103-1, 103-2, 103-3

Economic / Procurement Practices / Management Approach: Procurement Practices GRI 103-1, 103-2, 103-3

Explanation of Procurement Practices as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 204 Procurement Practices	
103-1: Explanation of the material topic and its Boundary	Keysight promotes best procurement practices within company's sphere with Purchase Order terms and conditions that include: - Price and Payment - Shipment and Delivery - Change or Cancellation - Legal Compliance We extend these practices through our supply chain and expect suppliers to comply with Keysight's Purchase Order Terms and Conditions which are inclusive of Supplier Code of Conduct.
103-2: The management approach and its components	Keysight's procurement practices are outlined in our Purchase Order Terms and Conditions and we communicate these requirements to all suppliers. We have also established a supplier resources webpage with details of Keysight's way of collaborations with suppliers.
103-3: Evaluation of the management approach	Keysight evaluates key supplier performances annually based on technology, quality, responsiveness, delivery, cost and environmental factors. Assessments are done by various Keysight related function teams who work with the suppliers. The assessments were completed through a questionnaire that rated the supplier against each performance expectation. Assessment results are compiled into an individual supplier assessment report. Supplier Review Meetings are scheduled with key suppliers to review their performance and future plans. Keysight also conducts supplier compliance questionnaires with our key suppliers to verify their adherence to social responsibility principles that are outlined in Keysight Supplier Code of Conduct.

References:

📄 [Keysight Supplier Code of Conduct](#)

📄 [Keysight PO's T&C](#)   Page(s) 2 & 3

📄 [Supplier Performance Expectations](#)

📄 [Keysight Supplier Resources](#)

Proportion Of Spending On Local Suppliers GRI 204-1

Economic / Procurement Practices / Proportion Of Spending On Local Suppliers GRI 204-1

Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation.

	2017	2016	2015	2014
Percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally):				
Geographic definition of "local":				
Definition used for 'significant locations of operation':				

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:

Additional Comments

In the United States, Keysight has a proactive Small Business/Supplier Diversity Program which focuses on the procurement of materials, components, equipment, supplies, and services from Small Diverse Businesses. We use a specific methodology when sourcing suppliers that includes the evaluation and inclusion of small diversified suppliers within our supply chain.

Deemed material? Yes

Anti-Corruption

Management Approach: Anti-corruption GRI 103-1, 103-2, 103-3

Economic / Anti-Corruption / Management Approach: Anti-corruption GRI 103-1, 103-2, 103-3

Explanation of Anti-corruption as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 205 Anti-corruption	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable anticorruption laws worldwide, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. While the company's anticorruption efforts are lead by the Compliance team within the Legal Department, all Keysight employees are responsible for ensuring the company avoids any attempted, actual or perceived bribery.
103-2: The management approach and its components	Keysight's approach to anticorruption compliance has three main aspects: policies, training and assessments. Keysight's Standards of Business Conduct addresses bribery and corruption, and the company maintains a standalone anticorruption policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with anticorruption laws. Both our annual SBC and sales compliance courses have touched upon or focused on anticorruption in the past. Keysight also conducts regular risk assessments aimed at determining the company's corruption and bribery risk. These include due diligence reviews of Keysight resellers, online surveys of employees on spending and sales practices, and top-down risk assessments of business units with Keysight executives. In addition to all of these efforts, Keysight also includes specific contract provisions for its resellers explicitly requiring adherence to the FCPA and UK Bribery Act.
103-3: Evaluation of the management approach	Keysight's broad and proactive approach to anticorruption compliance has put the company in a strong position to do business globally while minimizing the risk that bribery and corruption present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

References:

[PDF] Keysight SBC

[W] Keysight Global Anticorruption Policy

Operations Assessed for Risks Related to Corruption GRI 205-1

Economic / Anti-Corruption / Operations Assessed for Risks Related to Corruption GRI 205-1

Total number and percentage and of operations assessed for risks related to corruption and the significant risks identified.

	2017	2016	2015	2014
Total number of business units analyzed for risks related to corruption				
Percentage of business units analyzed for risks related to corruption	100	100	100	
Significant risks related to corruption identified through the risk assessment: Use of third party resellers and sales agents worldwide.				

Deemed material? Yes

Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Economic / Anti-Corruption / Communication and Training about Anti-Corruption Policies and Procedures GRI 205-2

Communication and training about anti-corruption policies and procedures.

			2017		2016		2015		2014	
Communication on anti-corruption policies and procedures			Total	Percent	Total	Percent	Total	Percent	Total	Percent
Governance body members			0	% 0		%		%		%
Employees			11084	% 100		%		%		%
Business partners			566	% 100		%		%		%
Training on anti-corruption										
Governance body members			0	% 0		%		%		%
Employees			11000	% 100		%		%		%
Has the organization communicated its anti-corruption policies and procedures to other persons or organizations?										

Deemed material? Yes

Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Economic / Anti-Corruption / Confirmed Incidents of Corruption and Actions Taken GRI 205-3

Confirmed incidents of corruption and actions taken

	2017	2016	2015	2014
Total number of confirmed incidents of corruption:	0	0	0	
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption:	0	0	0	
Total number of confirmed incidents when contracts with business partners were not renewed due to violations related to corruption:	0	0	0	
Nature of confirmed incidents of corruption:				
Public legal cases regarding corruption brought against the organization or its employees during the reporting period:				

Deemed material? No

Anti-Competitive Behavior

Management Approach: Anti-competitive Behavior GRI 103-1, 103-2, 103-3

Economic / Anti-Competitive Behavior / Management Approach: Anti-competitive Behavior GRI 103-1, 103-2, 103-3

Explanation of Anti-competitive Behavior as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 206 Anti-competitive Behavior	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable competition laws worldwide. While the company's antitrust compliance efforts are lead by the Compliance team within the Legal Department, all Keysight employees are responsible for ensuring the company avoids any attempted, actual or perceived violation of competition laws.
103-2: The management approach and its components	Keysight's approach to competition law compliance has three main aspects: policies, training and assessments. Keysight's Standards of Business Conduct addresses competition law, and the company maintains a standalone antitrust policy as well. These documents apply to all Keysight employees and agents. Keysight also conducts training so that employees understand how to comply with competition laws. Both our annual SBC and sales compliance courses have touched upon or focused on antitrust in the past. Keysight also conducts regular risk assessments that touch upon the company's competition law risk. These include due diligence reviews of Keysight resellers, online surveys of employees on spending and sales practices, and top-down risk assessments of business units with Keysight executives. In addition to all of these efforts, Keysight also includes specific contract provisions for its resellers covering compliance with competition laws.
103-3: Evaluation of the management approach	Keysight's broad and proactive approach to competition law compliance has put the company in a strong position to do business globally while minimizing the risk that collusion and price-fixing present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

References:

[Keysight Antitrust Policy and Competition Law Compliance](#)

[Keysight SBC](#)

Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Economic / Anti-Competitive Behavior / Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices GRI 206-1

Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes

	2017	2016	2015	2014
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices:	0	0	0	
Main outcomes of completed legal actions, including any decisions/judgments:				

Deemed material? Yes

Environmental

Materials

Management Approach: Materials GRI 103-1, 103-2, 103-3

Environmental / Materials / Management Approach: Materials GRI 103-1, 103-2, 103-3

Explanation of Materials as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 301 Materials	
103-1: Explanation of the material topic and its Boundary	Keysight promotes Quality of materials within the organization through: - Supplier audits - Shipment and Delivery metrics - Inhouse testing - Environmental requirement through our GSE We extend these practices through our supply chain and expect suppliers to comply to Keysight's quality requirements and conditions which include the Supplier Code of Conduct.
103-2: The management approach and its components	Keysight's Quality requirements are outlined in our Purchase Order Terms and Conditions and we communicate these requirements to all suppliers. We have also established a supplier resources webpage with details of Keysight's quality requirements
103-3: Evaluation of the management approach	Keysight evaluates key supplier performances annually based on technology, quality, responsiveness, delivery, cost and environmental factors. Assessments are done by various Keysight related function teams who work with the suppliers. The assessments were completed through a questionnaire that rated the supplier against each performance expectation. Assessment results are compiled into an individual supplier assessment report. Supplier Review Meetings are scheduled with key suppliers to review their performance and future plans.

References:

[Keysight Diversity Policy.pdf](#)

[Keysight General Specification for the Environment](#)

Materials Used By Weight Or Volume GRI 301-1

Environmental / Materials / Materials Used By Weight Or Volume GRI 301-1

Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period.

	Unit (weight or volume)	% internally sourced	% externally sourced
Raw materials used	ND		
Total non-renewable materials	ND		
Total renewable materials used	ND		
	TOTAL:		
Data publicly available: No			

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
No time frame is available. The data is difficult to collect due to global and varied manufacturing.

Additional Comments

Keysight does not consider this item to be material.

Deemed material? No

Recycled Input Materials Used GRI 301-2

Environmental / Materials / Recycled Input Materials Used GRI 301-2

Percentage of recycled input materials used to manufacture the organization's primary products and services.

	2017	2016	2015	2014
% recycled input materials used:				
Data Publicly Available:				

Reason for Omission:
Not Applicable
Why considered not applicable:
This topic is not deemed material for Keysight.

Deemed material? No

Reclaimed Products and their Packaging Materials GRI 301-3

Environmental / Materials / Reclaimed Products and their Packaging Materials GRI 301-3

Percentage of reclaimed products and their packaging materials for each product category.

Category of product sold	% of reclaimed products and their packaging materials in 2017	% of reclaimed products and their packaging materials in 2016	% of reclaimed products and their packaging materials in 2015	% of reclaimed products and their packaging materials in 2014	How data was collected

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
Keysight does not currently track nor maintain metrics to support answering this question.

Additional Comments

Keysight meets the requirements of governmentally mandated take-back programs.

Keysight Remarketing Solutions is dedicated to recovering older instruments for the purpose of resale. For a certain segment of our customers (start-ups, academics, etc.), these pre-owned instruments offer a competitively priced alternative to buying a new instrument. As a company, we are using fewer environmental resources to manufacture new products to meet this customer demand. For more detail, see Premium Refurbished Instruments.

Keysight offers a variety of trade-in programs specifically designed to help customers safely dispose of or recycle used instrumentation. The program is currently deployed in several countries, with expansion of these programs being considered wherever possible.

References:

Keysight Trade In

Keysight Premium Used

Deemed material? Yes

Energy

Management Approach: Energy GRI 103-1, 103-2, 103-3

Environmental / Energy / Management Approach: Energy GRI 103-1, 103-2, 103-3

Explanation of Energy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 302 Energy	
103-1: Explanation of the material topic and its Boundary	Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Management approach is inline with our Global EHS policy, following a plan > do > check > act approach. Internal KPIs are set ensuring we meet our objectives and goals. https://about.keysight.co...
103-3: Evaluation of the management approach	The Keysight CSR Governance team evaluates, at the top level, the company's CSR management approach and addresses any concerns through annual initiatives as appropriate

References:

Keysight Material Topics

Energy Consumption Within the Organization GRI 302-1

Environmental / Energy / Energy Consumption Within the Organization GRI 302-1

Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

Consumption by Fuel Type (Renewable)	Unit	2017	2016	2015	2014
Solar	Megawatt hours (MWh)	1,562.202	1,158.966	1,810.947	
Total consumption from renewable fuel sources:	Megawatt hours (MWh)	1562.2	1158.97	1810.95	
Consumption by Fuel Type (Non-renewable)					
Total consumption from non-renewable fuel sources:	Megawatt hours (MWh)				
Energy consumed					
Electricity	Megawatt hours (MWh)	126,624.918	138,441.712	139,524.751	
Heating	Megawatt hours (MWh)	40,406.388	42,934.575	37,110.592	
Cooling					
Steam					
Total energy consumption	Megawatt hours (MWh)	167031.31	181376.29	176635.34	
Energy Sold					
Electricity					
Heating					
Cooling					
Steam					
Percentage of total operational spending on energy (most recent reporting year): More than 0% but less than or equal to 5%					
Standards, methodologies, and assumptions used:					
Source of the conversion factors used:					
Publicly disclose a breakout of the sources of the renewable energy used					
Data publicly available: No					

Additional Comments

FY17 BBN data are forecasted

Deemed material? Yes

Energy Consumption Outside of the Organization GRI 302-2

Environmental / Energy / Energy Consumption Outside of the Organization GRI 302-2

Energy consumption outside of the organization, in joules or multiples.

Unit (joules or multiples of joules):	2017	2016	2015	2014
Renewable Energy Categories/Activities				
Total external renewable energy consumption				
Non-renewable Energy Categories/Activities				
Total external non-renewable energy consumption				
Total External Energy Consumption				
Standards, methodologies, and assumptions:				
Source of conversion factors used:				
☐ Publicly disclose a breakout of renewable energy sources used:				

Reason for Omission:

Unavailable

Steps being taken to obtain data and expected time frame for doing so:

Keysight Technologies currently does not track this metric.

Deemed material? No

Energy Intensity GRI 302-3

Environmental / Energy / Energy Intensity GRI 302-3

Energy intensity ratio for the organization.

	Unit	2017	2016	2015	2014	
Numerator	MWh	168,593.508	182,535.253	178,446.290		
Denominator	Sq Ft	4,052,374	4,052,374	4,370,624		
Energy Intensity		0.04	0.05	0.04		Type of energy measured in energy intensity ratio Electricity Heating

Additional Comments

Square footage based on our 9 sites with energy data.
Beijing, Chengdu, Boeblingen, Colorado Springs, Santa Rosa, Loveland, Roseville, Penang, Hachioji.

Usage includes consumption from renewal resources like solar.

Keysight is committed to energy conservation. In FY17 we implemented advance lighting controls at four strategic locations - Santa Rosa, Colorado Springs, Penang and Hachioji sites resulting in significant energy conservation.

Deemed material? Yes

Reduction of Energy Consumption GRI 302-4

Environmental / Energy / Reduction of Energy Consumption GRI 302-4

Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.

	Unit	2017	2016	2015	2014	Base year	Types of energy included
Fuel							
Electricity							
Heating							
Cooling							
Steam							
Total Energy Saved	MWh	3992	4391	2657			Electricity Heating
Basis for calculating reductions in energy consumption (e.g. base year / baseline), and the rationale for choosing it: Energy savings are calculated based on savings per replaced unit							
Standards, methodologies, and assumptions used:							
Not publicly disclosed.							

Additional Comments

Energy conservation initiatives were implemented worldwide across Keysight. These initiatives include capital and operational improvements that range from constructing new energy-efficient facilities; decommissioning underutilized and less efficient buildings and spaces; re-commissioning existing building systems for current uses; and optimizing equipment operations.

Deemed material? Yes

Reductions in Energy Requirements of Products and Services GRI 302-5

Environmental / Energy / Reductions in Energy Requirements of Products and Services GRI 302-5

Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.

Product/Service(s)	Unit	2017	2016	2015	2014
Total reductions in the energy requirements of sold products and services achieved					
Base year/Baseline:					
Rationale for choosing base year/baseline:					
Standards, methodologies, and assumptions used:					

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
There are no requirements nor appropriate standards applicable to Keysight's test and measurement product portfolio to measure energy requirements.

Additional Comments

Keysight is working on improving the energy efficiency of our handheld products. Customer expectations of prolonged battery operation and increased measurement capability -- all within the same form factor -- drives improved efficiency in our product designs. Industry and regulatory requirements on the external power supplies for our portable products have also increased power supply efficiency.

Deemed material? No

Water

Management Approach: Water GRI 103-1, 103-2, 103-3

Environmental / Water / Management Approach: Water GRI 103-1, 103-2, 103-3

Explanation of Water as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 303 Water	
103-1: Explanation of the material topic and its Boundary	Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Management approach is inline with our Global EHS policy, following a plan > do > check > act approach. Internal KPIs are set ensuring we meet our objectives and goals. https://about.keysight.co...
103-3: Evaluation of the management approach	The Keysight CSR Governance team evaluates, at the top level, the company's CSR management approach and addresses any concerns through annual initiatives as appropriate.

References:

Keysight Material
Topics

Water Withdrawal by Source GRI 303-1

Environmental / Water / Water Withdrawal by Source GRI 303-1

Total volume of water withdrawn broken down by source.

Unit: Gal	2017	2016	2015	2014
Surface water, including water from wetlands, rivers, lakes, and oceans				
Total salt / brackish water withdrawn				
Ground water				
Rainwater collected directly and stored				
Waste water from another organization				
Municipal water supplies or other water utilities	199,344,330	185,425,368	193,656,655	
Total water from all other sources				
Total water withdrawal (volume)	199344330	185425368	193656655	
Water returned to the source of extraction at similar or higher quality as raw water extracted				
Normalized Withdrawal				
Denominator for Normalization: sq ft				
Consecutive years of data (including the most recent year) the company discloses in its most recent report:				
Report standards, methodologies, and assumptions used: Data is sourced from direct measurements				
Data publicly available:				

Additional Comments

Keysight has established FY15 as the baseline year for water tracking. Data at this time is not publicly available for publication

Data included represents sites where approx 70% of our employees are located.

At our headquarter site (Santa Rosa, California), we reclaim approximately 40% of our total water use. This water is reused in facility related operations and landscaping. Our Santa Rosa site has won multiple awards for our successes in this program.

Deemed material? Yes

Water Sources Significantly Affected By Withdrawal of Water GRI 303-2

Environmental / Water / Water Sources Significantly Affected By Withdrawal of Water GRI 303-2

Total number of water sources significantly affected by withdrawal by type.

Water source name	Is a Ramsar-listed wetland or a nationally or internationally proclaimed conservation area	Size of water source (in cubic meters (m3))	Biodiversity value	Value to local communities/indigenous peoples
Atlantic Ocean	☐			
Total number of water sources:				
Standards, methodologies, and assumptions used				

Reason for Omission:
Not Applicable
Why considered not applicable:
Keysight facilities are located in industrial areas. Water used by the facilities come from municipal supplies.

All of our manufacturing sites' water comes directly from the city water supply. We do not withdraw water from water sources other than municipal supply

Deemed material? No

Water Recycled and Reused GRI 303-3

Environmental / Water / Water Recycled and Reused GRI 303-3

Total volume of water recycled and reused by the organization.

Report in cubic meters (m3)	2017	2016	2015	2014
Total volume of water recycled/reused	21,475,000	20157913	33,847,000	
Recycled water as a percentage of total water withdrawal	11	11	18	
Data is sourced from direct measurements.				
Does a water recycling program exist? Yes				
Total amount of recycled water used is publicly disclosed: Yes				
The percentage of total water use that is satisfied through the use of recycled water is publicly disclosed: Yes				

Additional Comments

Data refers to Keysight's Santa Rosa, California headquarters only. Water data will be available in related sections of Keysight's annual CSR report.

Deemed material? No

Biodiversity

Management Approach: Biodiversity GRI 103-1, 103-2, 103-3

Environmental / Biodiversity / Management Approach: Biodiversity GRI 103-1, 103-2, 103-3

Explanation of Biodiversity as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 304 Biodiversity	
103-1: Explanation of the material topic and its Boundary	
103-2: The management approach and its components	
103-3: Evaluation of the management approach	

Reason for Omission:
Not Applicable
Why considered not applicable:
This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
Keysight does not disclose management systems for non-material topics.

References:

[Keysight Material Topics](#)

Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1

Environmental / Biodiversity / Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas GRI 304-1

Operational sites owned, leased, managed in, or adjacent
to, protected areas and areas of high biodiversity value outside protected areas.

Geographic location	Subsurface and/or underground land that may be owned, leased or managed	Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas	Type of operation (office, manufacturing or production, or extractive)	Size of operational site in km2	Biodiversity value characterized by: 1) the attribute of the protected area and high biodiversity value area outside protected area, and 2) listing of protected status

Reason for Omission:

Not Applicable

Why considered not applicable:

Keysight facilities are not located in any protected areas of high biodiversity value.

Deemed material? No

Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2

Environmental / Biodiversity / Significant Impacts of Activities, Products, and Services on Biodiversity GRI 304-2

Nature of the organization's significant direct and indirect impacts of activities, products, and services on biodiversity.

To our knowledge, Keysight's locations are not in protected areas or areas of high biodiversity. Nevertheless, we operate in a manner that is committed to continuous improvement in environmental sustainability through recycling, conservation of resources, prevention of pollution, product development, and promotion of environmental responsibility amongst our employees. Site specific examples of how we collaborate with our natural environment include:

Keysight is partnering with Sonoma County Regional Parks on a new wellness program for local companies that offers one-year memberships -- including passes to 52 parks throughout the county.

Two groups of Keysight volunteers completed environmental projects on April 21 as part of the Volunteer Center of Sonoma County's Greener Earth Together (GET) program. The Earth Week projects took place at Sugarloaf Ridge State Park and Bellevue Ranch Community Park in Santa Rosa. After hiking to the worksite, the Keysight employees who volunteered at Sugarloaf did trail repair and built steps at the 2,700-acre park in Kenwood.

Two groups of Keysight volunteers completed environmental projects on Aug. 4 as part of the Volunteer Center of Sonoma County's Greener Earth Together (GET) program. The projects took place at Doran Regional Park in Bodega Bay, and Paulin Creek Preserve in Santa Rosa. Keysight employees were joined in the projects by workers from other local companies, including Viavi Solutions. Keysight volunteers and family members (pictured) collected trash along the two-mile Doran Beach shoreline and in the sand dunes at the 127-acre park. Participants in the Paulin Creek project cleaned a sizable section of the 46-acre preserve in northeast Santa Rosa, removing enough trash to fill a small pickup truck.

Deemed material? No

Habitats Protected Or Restored GRI 304-3

Environmental / Biodiversity / Habitats Protected Or Restored GRI 304-3

Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.

Geographic location	Size (in km2 if larger than one km2)	Success of the restoration was/is approved by independent professionals	Status of area at close of reporting period
Partnerships with 3rd parties to protect or restore habitat areas not listed above:	Standards, methodologies, and assumptions used:		

Reason for Omission:

Not Applicable

Why considered not applicable:

Not applicable. Keysight manufacturing sites are not located in habitat-protected areas or restored areas.

However, at our Santa Rosa, California site, we work with a wildlife ecologist with Audubon Canyon Ranch (ACR) and big cat expert to increase scientific and public understanding of mountain lions. Consultation has been provided to the site team that manages the site wildlife program. The wildlife program has been developed in part due to the history of mountain lion sightings and the existence of other animals that live on or periodically enter Keysight's 195-acre Santa Rosa property. The education-based program will be conducted in partnership with ACR, a North Bay-based non-profit organization with a mission to protect natural and human communities through land preservation, nature education and conservation science.

Deemed material? No

IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

Environmental / Biodiversity / IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations GRI 304-4

Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk.

Habitat affected by operations that include species on the IUCN Red List and on national conservation lists	# of Critically Endangered species	# of Endangered species	# of Vulnerable species	# of Near Threatened species	# of Least Concern species

Reason for Omission:

Not Applicable

Why considered not applicable:

We have reviewed the IUCN Red List species, and to the best of our knowledge, none of Keysight operations are in areas in habitats listed.

Deemed material? No

Emissions

Management Approach: Emissions GRI 103-1, 103-2, 103-3

Environmental / Emissions / Management Approach: Emissions GRI 103-1, 103-2, 103-3

Explanation of Emissions as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	
103-2: The management approach and its components	
103-3: Evaluation of the management approach	

Additional Comments

This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details. Keysight does not disclose management systems for non-material topics.

References:

[Keysight Material Topics](#)

Direct (Scope 1) GHG Emissions GRI 305-1

Environmental / Emissions / Direct (Scope 1) GHG Emissions GRI 305-1

Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.

GHG emissions in metric tons of CO2e	2017	2016	2015	2014	Emissions in base year Year: 2015
Gross direct (Scope 1) GHG emissions	7512.8	7982.8	6900.1		
Biogenic CO2 emissions					
Gases included in the calculation of gross direct (Scope 1) GHG emissions: CO2 CH4 N2O					
Rationale for choosing base year: FY15 is our first reporting year as Keysight					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used:					
Direct (Scope 1) GHG emissions consolidation approach:					
Standards, methodologies, assumptions, and/or calculation tools used for direct (Scope 1) GHG emissions: Scope 1: U.S. Environmental Protection Agency. 2011. Emission factors for greenhouse gas inventories. Scope 2: Outsite US - Source: Energy Information Administration, Updated State- and Regional-level Greenhouse Gas Emission Factors for Electricity (March 2002), http:/www.eia.doe.gov/oiaf/1605/e-factor.html. International Energy Agency (IEA) CO2 Emissions from Fuel Combustion Highlights, 2013 edition. "CO2 emissions per kWh from electricity generation" US - eGRID 9th edition Version 1.0 Subregion File (Year 2010 Data)					

Deemed material? Yes

Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Environmental / Emissions / Energy Indirect (Scope 2) GHG Emissions GRI 305-2

Indirect (Scope 2) GHG emissions.

GHG Emissions in metric tons of CO2e	2017	2016	2015	2014	Emissions in base year Year: 2015
Gross location-based indirect (Scope 2) GHG emissions					
Gross market-based indirect (Scope 2) GHG emissions					
Total direct (Scope 1) GHG emissions	7,512.8	7,982.8	6900.1		
☑ Location Based ☐ Market Based	73,242.7	80,549.3	81,170.3		
Total (Scope 1) + (Scope 2) GHG emissions	80755.5	88532.1	88070.4		
Gases used to calculate indirect (Scope 2) GHG emissions: CO2 CH4 N2O					
Rational for choosing base year: 2015 is first full year of operations by Keysight					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used:					
Indirect (Scope 2) GHG emissions consolidation approach:					
Standards, methodologies, assumptions, and/or calculation tools used for indirect (Scope 2) GHG emissions: Scope 1: U.S. Environmental Protection Agency. 2011. Emission factors for greenhouse gas inventories. Scope 2: Outsite US - Source: Energy Information Administration, Updated State- and Regional-level Greenhouse Gas Emission Factors for Electricity (March 2002), http://www.eia.doe.gov/oiaf/1605/e-factor.html. International Energy Agency (IEA) CO2 Emissions from Fuel Combustion Highlights, 2013 edition. "CO2 emissions per kWh from electricity generation" US - eGRID 9th edition Version 1.0 Subregion File (Year 2010 Data)					

Additional Comments

FY15 is the baseline year for Keysight as this is the first full year of
operations

Deemed material? No

Other Indirect (Scope 3) GHG Emissions GRI 305-3

Environmental / Emissions / Other Indirect (Scope 3) GHG Emissions GRI 305-3

Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.

GHG emissions in metric tons CO2e	2017	2016	2015	2014	Emissions in base year Year 2015
Gross other indirect (Scope 3) GHG emissions	13,543.56	13,468.84			88187.9
Biogenic CO2 emissions					
Gases included in the calculation:					
Other indirect (Scope 3) GHG emissions categories and activities included in the calculation: Scope 1 - Natural gas Scope 2 - Electricity Scope 3 - biz travel					
Rationale for choosing base year: 2015 is first full year of operations by Keysight					
Context of significant changes in emissions that triggered recalculations of the base year emissions:					
Source of emissions factors and the GWP rates used:					
Standards, methodologies, assumptions, and/or calculation tools used for indirect (Scope 3) GHG emissions: Scope 1: U.S. Environmental Protection Agency. 2011. Emission factors for greenhouse gas inventories. Scope 2: Outsite US - Source: Energy Information Administration, Updated State- and Regional-level Greenhouse Gas Emission Factors for Electricity (March 2002), http:/www.eia.doe.gov/oiaf/1605/e-factor.html. International Energy Agency (IEA) CO2 Emissions from Fuel Combustion Highlights, 2013 edition. "CO2 emissions per kWh from electricity generation" US - eGRID 9th edition Version 1.0 Subregion File (Year 2010 Data)					

Deemed material? No

GHG Emissions Intensity GRI 305-4

Environmental / Emissions / GHG Emissions Intensity GRI 305-4

GHG emissions intensity ratio for the organization.

	Denominator	2017	2016	2015	2014
GHG emissions intensity ratio:	sq ft	4,052,374	4,052,374		
List of gases included: CO2, CH4, N2O	Types of greenhouse gas emissions included: Direct (Scope 1) Indirect (Scope 2)				

Deemed material? No

Reduction Of GHG Emissions GRI 305-5

Environmental / Emissions / Reduction Of GHG Emissions GRI 305-5

GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.

Unit: tCO2e	Denominator	2017	2016	2015	2014
Total GHG reductions:	Type of GHG emissions that have been reduced Direct (Scope 1) Indirect (Scope 2)	7776.6			
List of gases included: CO2 CH4 N2O	Base year or baseline: 88,532.1				
Rationale for choosing base year: FY15 is the baseline year for Keysight as our first year of operation.					
Standards, methodologies, and assumptions used Scope 1: U.S. Environmental Protection Agency. 2011. Emission factors for greenhouse gas inventories. Scope 2: Outsite US - Source: Energy Information Administration, Updated State- and Regional-level Greenhouse Gas Emission Factors for Electricity (March 2002), http:/www.eia.doe.gov/oiaf/1605/e-factor.html. International Energy Agency (IEA) CO2 Emissions from Fuel Combustion Highlights, 2013 edition. "CO2 emissions per kWh from electricity generation" US - eGRID 9th edition Version 1.0 Subregion File (Year 2010 Data)					

Deemed material? No

Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Environmental / Emissions / Emissions Of Ozone-Depleting Substances (ODS) GRI 305-6

Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.

		2017	2016	2015	2014
Production of ODS	Metric tons of CFC-11 equivalent	0	0		
Imports of ODS	Metric tons of CFC-11 equivalent	0	0		
Exports of ODS	Metric tons of CFC-11 equivalent	0	0		
Total ODS	Metric tons of CFC-11 equivalent	0	0		
Substances included in the calculation	Standards, methodologies, and assumptions used:				
Source of the emission factors used:					

Reason for Omission:
Not Applicable
Why considered not applicable:
Keysight Technologies does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that Deplete the Ozone Layer.

Keysight eliminated chlorofluorocarbons (CFCs), carbon tetrachloride, and 1,1,1-trichloroethane use in worldwide manufacturing processes in 1993. Keysight has also eliminated Class I ODSs in its air conditioning systems, process chillers and environmental chambers. ODSs are banned from Keysight products. There are no Keysight products that need the ODS labeling required by 42 U.S.C. 7671j (b), (c), and (d) and 40 CFR Part 82, Subpart E. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.

Keysight Technologies also has a program to conserve, recycle and prevent emissions of Class I ODSs and Class II ODSs used in Keysight owned equipment in its facilities worldwide.

Deemed material? No

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

Environmental / Emissions / Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7

Significant air emissions, in kilograms or multiples for Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and other significant air emissions.

Emissions Types (specify units for each)	2017	2016	2015	2014	Target (year):
SOx emissions Units:					
Data coverage (as % of denominator):					
SOx intensity. Factored against base figure:					
☐ Do not track					
NOx emissions Units:					
Data coverage (as % of denominator):					
NOx intensity. Factored against base figure:					
☐ Do not track					
Particulate matter emissions Units:					
Persistent organic pollutant (POP) emissions Units:					
Hazardous air pollutants (HAP) Units:					
☐ Do not track					
Volatile organic compound (VOC) emissions Units:					
Data coverage (as % of denominator):					
Specify the base factor:					
☐ Do not track					
Dust Emissions Units:					
Data coverage (as % of denominator):					
We do not track Dust Emissions					

☐ Do not track					
Other Air Emissions:					
Standards, methodologies, and assumptions used:					
Source of emission factors used:					
Third Party Verification:					
Data is made publicly available about NOx, SOx, and other significant air emissions and sources					
Emissions publicly disclosed					

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
Keysight does not track this.

Deemed material? No

Effluents and Waste

Management Approach: Effluents and Waste GRI 103-1, 103-2, 103-3

Environmental / Effluents and Waste / Management Approach: Effluents and Waste GRI 103-1, 103-2, 103-3

Explanation of Effluents and Waste as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Management approach is inline with our Global EHS policy, following a plan > do > check > act approach. Internal KPIs are set ensuring we meet our objectives and goals. https://about.keysight.co....
103-3: Evaluation of the management approach	The Keysight CSR Governance team evaluates, at the top level, the company's CSR management approach and addresses any concerns through annual initiatives as appropriate.

References:

Keysight Material
Topics

Water Discharge by Quality and Destination GRI 306-1

Environmental / Effluents and Waste / Water Discharge by Quality and Destination GRI 306-1

Total volume of planned and unplanned water discharges.

Unit: Cubic Meter	Destination	Volume	Quality of the water (including treatment method)	Reused by another organization
☑ †Company can identify discharges of water from operations by destination, treatment and by quantity and quality using standard effluent parameters.	Destination	Volume	Quality of the water (including treatment method)	Reused by another organization
2017	data below in supporting info section			
	Total Volume: Total Volume:	Total volume of water discharge		
2016				No
	Total Volume:			
2015				No
	Total Volume:			
2014				
	Total Volume:			
Data publicly available				

Additional Comments

This data is only applicable for sites that are permitted to treat water on site prior to discharge. No other site produces waste water in sufficient quantity to warrant a permitted on site waste water treatment facility.

COLORADO SPRINGS
Volume used in FY17 is 312,000 gallons of pH adjusted wastewater that was discharged to the municipality, Colorado Springs Wastewater Treatment Plant.

Treatment method - Colorado Springs
Water is pH adjusted to 5.5 to 12.5 pH before discharge to the municipality Colorado Springs Wastewater Treatment Plant.

SANTA ROSA
VOL used in FY17: (50,033,000 gal) 189,395 m3 total water used of which:
a) (32,564,000 gal) 123,268 m3 water treated in the 8 fixed treatment units.
b) (11,668,000 gal) 44,168 m3 treated water discharged
c) (14,221,204 gal) 53,833 m3 of treated water used for irrigation and scrubbers.

Treatment method - Santa Rosa
Waste water treatment plant composed of eight fixed treatment units:
a) Metal Bearing Aqueous waste
b) Cyanide Rinsewater and Floor Spill
c) Etcher Rinsewater
d) Neutralization
e) Container Rinsing
f) Plating Rinsewater Neutralization
g) Chrome Reduction
h) Coolant Chip Spinning

Deemed material? Yes

Waste by Type and Disposal Method GRI 306-2

Environmental / Effluents and Waste / Waste by Type and Disposal Method GRI 306-2

Total weight of waste by type and disposal method.

Method of disposal and weight (metric tons) of non-hazardous waste	2017	2016	2015	2014
Reuse:				
Recycling:	1503.12	4331.49	2311.76	
Composting:				
Recovery (including energy recovery):				
Incineration (mass burn):	46.86	32.56	155.21	
Deep well injection:				
Landfill:	412.15	413.07	615.92	
On-site storage:				
Other:				
Total weight of non-hazardous waste disposed:	1962.13	4777.12	3082.89	
Method of disposal and weight (metric tons) of hazardous waste				
Reuse:				
Recycling:	124.10	125.24	120.46	
Composting:				
Recovery (including energy recovery):				
Incineration (mass burn):	15.98	20.09	18.14	
Deep well injection:				
Landfill:	37.76	57.95	46.78	
On-site storage:				
Other: Treated	37.14	39.56		
Total weight of hazardous waste disposed:	214.98	242.84	185.38	
Total weight of non-hazardous and hazardous waste disposed:	2177.11	5019.96	3268.27	
Report how the waste disposal method has been determined:				

Significant Spills GRI 306-3

Environmental / Effluents and Waste / Significant Spills GRI 306-3

Total number and total volume of recorded significant spills.

Volume unit:				
Recorded significant spills	Total number	Total volume		
2017	0	0		
2016	0	0		
2015	0			
2014				
Spills reported in the recent annual financial statement	Location of spill	Volume of spill	Spill material	Impact of spill

Additional Comments

0 recorded significant
spills

Deemed material? Yes

Transport of Hazardous Waste GRI 306-4

Environmental / Effluents and Waste / Transport of Hazardous Waste GRI 306-4

Total weight of transported hazardous waste.

Unit: metric tons				
Total weight transported	2017	2016	2015	2014
Hazardous waste transported:	214.99	242.84	217.65	
Hazardous waste imported:			0	
Hazardous waste exported:			0	
Hazardous waste treated:	37.14	39.56	32.27	
Percentage (%) of hazardous waste transported internationally:	0	0	0	
Standards, methodologies, and assumptions used:				

Deemed material? No

Water Bodies Affected by Water Discharges and/or Runoff GRI 306-5

Environmental / Effluents and Waste / Water Bodies Affected by Water Discharges and/or Runoff GRI 306-5

Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.

Water body/habitat	Size	Protected Area	Biodiversity Value
N/A	N/A	No	N/A

Reason for Omission:
Not Applicable
Why considered not applicable:
Keysight has operations in industrial areas and none of our discharges of water or runoff significantly impact water bodies or related habitats. In addition, we have programs in place to ensure that any discharge meets legal compliance requirements.

Deemed material? No

Environmental Compliance

Management Approach: Environmental Compliance GRI 103-1, 103-2, 103-3

Environmental / Environmental Compliance / Management Approach: Environmental Compliance GRI 103-1, 103-2, 103-3

Explanation of Environmental Compliance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 307 Environmental Compliance	
103-1: Explanation of the material topic and its Boundary	Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Management approach is inline with our Global EHS policy, following a plan > do > check > act approach. Internal KPIs are set ensuring we meet our objectives and goals. https://about.keysight.co...
103-3: Evaluation of the management approach	The Keysight CSR Governance team evaluates, at the top level, the company's CSR management approach and addresses any concerns through annual initiatives as appropriate.

Reason for Omission:
Not Applicable
Why considered not applicable:

References:

[Keysight Material Topics](#)

Non-Compliance with Environmental Laws and Regulations GRI 307-1

Environmental / Environmental Compliance / Non-Compliance with Environmental Laws and Regulations GRI 307-1

Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.

Currency: US$	2017	2016	2015	2014
Total monetary value of significant fines	0	0	0	
Number of environmental fines paid by the company	0	0	0	
Total number of non-monetary sanctions	0	0	0	
Cases brought through dispute resolution mechanisms	0	0	0	
Data publicly available: No				

Deemed material? Yes

Supplier Environmental Assessment

Management Approach: Supplier Environmental Assessment GRI 103-1, 103-2, 103-3

Environmental / Supplier Environmental Assessment / Management Approach: Supplier Environmental Assessment GRI 103-1, 103-2, 103-3

Explanation of Supplier Environmental Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Keysight has demonstrated its effectiveness in managing environmental impact by maintaining an ISO 14001 registration of our EHSMS. EHSMS is a tool to drive continual improvement in environmental performance and pursuit of sustainability. We expect our suppliers to adhere to the same standard of environmental and social responsibility that we maintain, and our Supplier Environmental and Social Responsibility Code of Conduct Policy was outlined in Purchase Order Terms & Conditions which requires suppliers to adopt sound environmental, health, and safety management practices. Besides, direct materials suppliers shall also comply with Keysight's general requirements for restricting or prohibiting certain substances in products manufactured for or delivered to Keysight per Keysight General Specification for Environment.
103-2: The management approach and its components	Keysight has programs in place to monitor and verify our suppliers' conformance with the Supplier Code of Conduct Policy as well as Environmental requirement. The programs include communicating Keysight's requirements to all suppliers, conducting supplier compliance surveys and working with external agency to conduct on-site supplier audits at high risk supplier locations to assess on suppliers' compliance with environmental requirements including ISO 14001 and Keysight's General Specification for the Environmental.
103-3: Evaluation of the management approach	Keysight conducts on-site EHSSR audits on selected supplier for compliance with environmental requirements including ISO 14001 and Keysight's General Specification for the Environmental. Any resulting corrective actions are monitored and reviewed by external agency before final sign off.

References:

📄 [Keysight Supplier Code of Conduct](#)

📄 [Keysight General Specification for the Environment](#)

📄 [Keysight PO's T&C](#)   Page(s) 2 & 3

New Suppliers that were Screened Using Environmental Criteria GRI 308-1

Environmental / Supplier Environmental Assessment / New Suppliers that were Screened Using Environmental Criteria GRI 308-1

Percentage of new suppliers that were screened using environmental criteria.

% of new suppliers screened from total of new suppliers: 100

Additional Comments

Keysight has multiple communication platforms for informing suppliers of the company's environmental requirements. All Keysight purchase orders contain a reference to the Keysight supplier code of conduct policy.

Keysight expects our suppliers adhere to Supplier Code of Conduct and Quality standards. Furthermore, Keysight conducts compliance questionnaires with our key suppliers to verify adherence to our expectations.

References:

[Keysight Supplier Communication Letter 2017](#)

[Keysight Supplier Code of Conduct](#)

Deemed material? Yes

Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Environmental / Supplier Environmental Assessment / Negative Environmental Impacts in the Supply Chain and Actions Taken GRI 308-2

Number of suppliers assessed for environmental impacts and the number identified as having significant actual and potential negative environmental impacts.

Number of suppliers subject to environmental impact assessments:	2
Number of suppliers identified as having significant actual and potential negative environmental impacts:	0
Significant actual and potential negative environmental impacts identified in the supply chain:	Keysight is unaware of any suppliers having significant actual and potential negative environmental impacts.
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment:	0
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment:	0
Reason(s) for negative environmental impact terminations:	N/A

Additional Comments

Keysight conducted two on-site audits with the help of an external agency (Dekra) in fiscal year 2017. In addition to the on-site audit program, Keysight also conducted 168 supplier compliance questionnaires in fiscal year 2017 to ensure greater environmental compliance with our supply chain for our key suppliers. All required corrective actions identified during an on-site audit are monitored and reviewed by the external agency before providing closure on the corrective action.
Keysight is unaware of any suppliers having significant actual and potential negative environmental impacts.

References:

Dekra 2017 Assurance Statement

Deemed material? Yes

Social

Employment

Management Approach: Employment GRI 103-1, 103-2, 103-3

Social / Employment / Management Approach: Employment GRI 103-1, 103-2, 103-3

Explanation of Employment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Employment is a material topic of Keysight. Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight values a diverse, inclusive work environment and treats people with respect, offering challenging assignments, development opportunities, competitive salaries, and a safe work environment. Keysight has many programs and policies to manage this material topic including: High Performance Culture -- Keysight states High Performance culture as: "We treat each other with respect. We are inspired to constantly improve. We contribute to our communities and to the environment. We adhere to the highest standards of ethics, integrity, and compliance requirements everywhere we do business." Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence. Staffing/Hiring Policy -- Keysight Technologies staffing policies also underscore our commitment to diversity, ethics, integrity and compliance everywhere we do business. Our commitment extends every phase of the recruitment process. Affirmative Action and Equal Employment Opportunity Policy -- Our Affirmative Action and Equal Employment Opportunity Policy Statement declares Keysight Technologies' commitment being an equal opportunity employer. Keysight assures full implementation of this equal employment policy by policies and steps in all people related and personnel actions. Environment Health and Safety Policy -- Keysight Technologies conducts business in an ethical, legally compliant, environmentally sustainable and socially responsible manner. Keysight Technologies values a healthy and safe work environment for all employees. Keysight Technologies cares for our people, our planet, and our communities where we operate. Keysight Total Compensation Package -- Keysight's Total Compensation Package includes medical and dental benefits, retirement programs, and services such as employee assistance counseling, employee discounts and length-of-service awards. Our salary program offers a competitive base and bonus packages comparable to other global technology companies. Employee Ownership and Management is something we passionately believe in. So, in every country where it is possible, employees are eligible to participate in Keysight' stock purchase plan. The company also has an all-employee Results Bonus Program that rewards the achievement of performance goals. Local and Global Salary Surveys help ensure that we are doing all we can to attract and retain top talent. This global strategy applies to all jobs at all locations including professional, hourly labor, engineers and management. Flexible Work Arrangements and Practices -- Keysight has the heritage of providing flexible work hours for employees. Many of Keysight's employees use alternatives to traditional Monday-through-Friday work arrangements. These include part-time, telecommuting, job-shares and variable work schedules. Time-off Policy Compliant with Global Practices -- Keysight provides time-off policy to Keysight's Flexible Time Off program lets employees use paid time off for rest and recreation, vacation, personal business, personal illness or illness of family members. Robust Holiday Time Off -- Keysight publishes a global holiday calendar with a regional, country-specific holiday calendar, which benefits employees working globally.

	Parental leave program – U.S. is to enable employees to care for and/or bond with their newborn children, newly adopted children, newly placed foster children or children who were newly placed for legal guardianship with an employee. This policy goes far beyond any State or Federally suggested guideline.

Bereavement leave -- U.S. Employees will be granted Paid Bereavement Leave in the case of the death of a spouse, domestic partner or child, and it is also extended to certain Paid Bereavement Leave in the case of the death of a parent, sibling, grandparent or other family member. This policy goes far beyond any State or Federally suggested guideline.

An Open-Door Policy -- Our Open-Door policy is Keysight's embedded in our culture and management practices. Keysight provides an opportunity to employees to bring forward and confer on issues, bring concerns or report inappropriate behavior to any level of management. We have an internal web page directly linked to our CEO as another platform for our employees to feel heard

Performance Evaluation and Development Plan -- Every Keysight Technologies' employee receives a performance evaluation plan annually which includes the key annual performance objectives, their development plan, and the opportunity for a regular check-in process. The process supports the employees to be clear on what is expected of them and focuses on their talents and strengths, leading to a potential for a high performance.

Robust Training and Development Programs -- Keysight offers a wide range of programs, web platforms, workshops and classes for employees' learning and development. The program develops employees from new hire to high potential emerging leaders; from technical training to occupational and executive leadership development.

Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight.
Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight.

Employee Educational Assistant Program -- Keysight provides Employee Educational Assistant Program to eligible employees to provide financial and management support to continue university or academic degree study related to work.

Executive Sponsorship and support for multiple Employee Network Groups (ENG)s and communities to enable active learning and development through network and communities' communication, experimentation and learning from each other. The ENGs provide a reciprocal benefit to the employees and Keysight. |
| 103-3: Evaluation of the management approach | Keysight evaluates the effectiveness of this material topic through various mechanisms:
By each Employment key component described above Keysight Technologies has the measure of success to evaluate. Keysight Technologies evaluates the completion rate of Standard Business Conduct training annually; using Compliance Hotline for employees locates in any locations world-wide to timely ask questions in compliance and report their serious concern. Keysight Technologies also track new hires, turn-over rate, annual review total rewards and bench mark with market data; conduct Human Rights assessment to led us to further review of actions that Keysight will implement. |

References:

Keysight 2016 Corporate Social Responsibility Report

Keysight Diversity Policy.pdf

Keysight SBC

Keysight Material Topics

Keysight Compliance Hotline

Keysight CSR Web Site

Keysight Culture

Keysight Global EHS Policy

Keysight Human Rights and Labor Policy

Web Page Link of Keysight's relationship with the Society of...

New Employee Hires and Employee Turnover GRI 401-1

Social / Employment / New Employee Hires and Employee Turnover GRI 401-1

Total number and rates of new employee hires and employee turnover by age group, gender, and region.

New Employee Hires			2017		2016		2015		2014	
Area of Operations	Age Group	Employee Category	Total Number	Rate	Total Number	Rate	Total Number	Rate	Total Number	Rate
Employee Turnover										
Public Disclosure										

Reason for Omission:

Confidentiality constraints

Specific confidentiality constraints:

Keysight considers this information confidential. We do however track this information.

Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2

Social / Employment / Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees GRI 401-2

Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.

Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations:

- ☑ Life insurance
- ☑ Accident insurance
- ☑ Adoption or fertility assistance programs
- ☑ Disability/invalidity insurance
- ☐ Mortgages and loans
- ☑ Pension plans/retirement provision
- ☑ Maternity and/or paternity leave
- ☑ Child care
- ☑ Job security initiatives for redeployment, including retraining, relocation, work-sharing and outplacement services
- ☑ Flexible workschemes and work-sharing
- ☑ Recall rights for laid-off employees
- ☑ Stock ownership
- ☑ Vacation
- ☑ Paid sick days
- ☑ PTO (including any of the following: unspecified, vacation and/or sick days)
- ☑ Insurance: Healthcare Employee
- ☑ Insurance: Healthcare Family
- ☑ Insurance: Healthcare Domestic Partner
- ☑ Insurance: Dental
- ☑ Insurance: Vision
- ☑ Insurance: AD&D
- ☑ Insurance: Short Term Disability
- ☑ Insurance: Long Term Disability
- ☑ Employee Assistance Program
- ☑ Education Benefits: Employee
- ☑ Education Benefits: Family
- ☐ Sabbatical Program
- ☑ Relocation Assistance
- ☑ Work/Life Support Program
- ☑ Wellness/Fitness Program
- ☑ Onsite Fitness Facilities
- ☑ Onsite Recreation Facilities
- ☑ Stock Options
- ☑ Stock Purchase Plan
- ☐ Employee Profit Sharing
- ☑ Retirement: Defined Benefit Plan (including pension plans)
- ☐ Childcare: Other
- ☑ Bereavement Leave
- ☐ Tuition reimbursement (other than career training)
- ☑ Gym facilities or gym fee reimbursement programs
- ☑ Higher education scholarship programs, for either employees or their relatives

☑	Preventative healthcare programs
☑	Flex scheduling
☑	Telecommuting options
☑	Public transportation subsidy
☑	Carpooling support programs
☑	Employee recognition programs
☑	Paid time off for employee volunteers
☑	Workforce training, skills, and leadership development programs
☑	Matching gift program
☑	Mentoring Program
☐	Others
☐	No additional benefits offered
☑	We publicly disclose one or more of the benefits we offer employees (This does not count disclosure found in the company's required filing with the SEC).

Additional Comments

Keysight aims to deliver a rewards portfolio that is competitive with high technology companies, representative of the industries and markets within which Keysight operates.

Our rewards are offered to eligible employees and comply with local legal requirements. Our Total Pay program includes base pay; variable pay, such as the Keysight Results Bonus and Individual Performance Bonus; and sales incentive compensation.
Pay is differentiated based on company and individual performance. Benefits such as health and welfare benefits, retirement plans, and time off provide a foundation to support employee well-being and financial security.

Equity programs align employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units.

Deemed material? Yes

Parental Leave GRI 401-3

Social / Employment / Parental Leave GRI 401-3

Number and retention rates of employees entitled to, that took, and that returned to work from parental leave.

	2017	2016	2015	2014
Number of female employees by gender that were entitled to parental leave:				
Number of male employees by gender that were entitled to parental leave:				
Number of female employees by gender that took parental leave:				
Number of male employees by gender that took parental leave:				
Number of female employees who returned to work after parental leave ended:				
Number of male employees who returned to work after parental leave ended:				
Number of female employees who returned to work after parental leave ended who were still employed twelve months after their return to work:				
Number of male employees who returned to work after parental leave ended who were still employed twelve months after their return to work:				
Return to work and retention rates of female employees who returned to work after leave:				
Return to work and retention rates of male employees who returned to work after leave:				

Additional Comments

Keysight offers parental leave benefits and provides a broad range of programs and activities to help employees manage commitments in their work and personal life. By offering programs that can be used to address a wide range of needs, Keysight's intent is to provide employees with the flexibility and opportunity to select and use services and solutions that they prefer.

Flexible Work Arrangements: Some Keysight employees use alternatives to traditional Monday through-Friday work arrangements. These include part-time, telecommuting, and occasional job-shares.

Flexibility Practices: Keysight is proud of its heritage of providing flexible work hours for employees. Keysight's Flexible Time Off (FTO) program lets employees use paid time off for vacation, personal business, and illness.

Dependent Care Resource and Referral: Keysight provides a variety of resource and referral services for employees who have dependent care responsibilities for children, elders, people with disabilities, and others.

Our goal is to help employees handle dependent care responsibilities so they can achieve their business objectives while they are at work. Centralized programs and information aim to provide support to all of Keysight.

Keysight provides health and wellness information and resources.

Mother's Room: Some Keysight facilities offer a "mother's room" to support new moms returning to work, and the nursing needs of their babies.

Quiet Room: Some Keysight facilities offer a "quiet room" to support employees who need a break, respite, or quiet time.

Deemed material? No

Labor/Management Relations

Management Approach: Labor/Management Relations GRI 103-1, 103-2, 103-3

Social / Labor/Management Relations / Management Approach: Labor/Management Relations GRI 103-1, 103-2, 103-3

Explanation of Labor/Management Relations as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
103-2: The management approach and its components	While this is not a material topic for Keysight, we have many programs and policies to manage this area including:

Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence.

Freely-chosen Employment -- Keysight supports the elimination of all forms of forced, bonded or involuntary prison labor.

Minimum Wages -- Keysight will compensate our employees with wages and benefits that meet or exceed the legally required minimum.

Working Hours -- Keysight will not require employees to work more than the maximum hours of daily labor set by local laws.

Freedom of Association -- Keysight respects the rights of employees to organize in labor unions in accordance with local laws and established practice, if desired.

Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight.

Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight. Equal Employment and Opportunity and compliance to labor laws are some of the modules included.

Compliance Hotline -- Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions and HR contacts are readily available on Keysight's intranet.

An Open-Door Policy -- Our Open-Door policy is Keysight's embedded in our culture and management practices. Keysight provides an opportunity to employees to bring forward and confer on issues, bring concerns or report inappropriate behavior to any level of management. We have an internal web page directly linked to our CEO as another platform for our employees to feel heard.
Human Rights Assessment.

Keysight conducted a Human Rights risk assessment across the company in Nov.2017 which has led us to further review of actions that Keysight will review for implementation. |
| 103-3: Evaluation of the management approach | While this is not a material topic for Keysight, we evaluate the effectiveness programs in this area through various mechanisms:

Keysight conducts the Standards of Business Conduct Training annually for all employees and managers, and track the participation and completion rate. In FY17 we have 100% completion of SBC Training. Keysight also provides Compliance Hotline to employees to report serious compliance concerns no matter where they locate. In FY17, Keysight conducted a Human Rights assessment across the company which has led us to further review of actions that Keysight will implement. |

References:

[PDF] [Keysight SBC](#)

[PDF] [Keysight Material Topics](#)

[Keysight Human Rights and Labor Policy](#)

[Keysight Compliance Hotline](#)

[Keysight CSR Web Site](#)

Minimum Notice Periods Regarding Operational Changes GRI 402-1

Social / Labor/Management Relations / Minimum Notice Periods Regarding Operational Changes GRI 402-1

Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.

Minimum number of weeks notice typically provided to employees and their elected representatives prior to the implementation of significant operational charges that could substantially affect them:

Additional Comments

Keysight has deemed this topic as not material.

Keysight provides notice of changes of terms and conditions of employment, as well as benefits in accordance with the laws of each country in which we operate, as well as with contractual requirements with workers councils.

Deemed material? No

Occupational Health and Safety

Management Approach: Occupational Health and Safety GRI 103-1, 103-2, 103-3

Social / Occupational Health and Safety / Management Approach: Occupational Health and Safety GRI 103-1, 103-2, 103-3

Explanation of Occupational Health and Safety as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Management approach is inline with our Global EHS policy, following a plan > do > check > act approach. Internal KPIs are set ensuring we meet our objectives and goals. https://about.keysight.co....
103-3: Evaluation of the management approach	The Keysight CSR Governance team evaluates, at the top level, the company's CSR management approach and addresses any concerns through annual initiatives as appropriate.

References:

[Keysight Material Topics](#)

Workers Representation in Formal Joint Management–Worker Health and Safety Committees GRI 403-1

Social / Occupational Health and Safety / Workers Representation in Formal Joint Management–Worker Health and Safety Committees GRI 403-1

Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.

Percentage of the total workforce represented in formal joint management-worker health and safety committees:	○ Over 75% ○ Between 50% and 75% ○ Between 25% and 50% ● Up to 25% ○ None
Explanation of the level(s) at which each formal joint management-worker health and safety committee typically operates within the organization:	Keysight is committed to a safe and productive work environment. We have established worker health and safety committees at our sites. Many of joint management/worker committees include Senior Management up to and including Country General Managers.

Deemed material? Yes

Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities GRI 403-2

Social / Occupational Health and Safety / Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities GRI 403-2

Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees and other non-employee workers whose work, or workplace, is controlled by the organization.

Employees			Incident Category	Employee Category	2017	2016	2015	2014
Area of Operations			Incident Category	Employee Category	2017	2016	2015	2014
Global			Injury Rate (IR)	Total Workforce	0.34	0.38	0.42	
Global			Work-Related Fatalities	Total Workforce	0.00	0.00	0.00	
Global			Lost Days Rate (LDR)	Total Workforce	0.11	1.67	2.14	
Region:	Americas		Injury Rate (IR)	Total Workforce	0.73	0.81	1.0	
Region:	Europe		Injury Rate (IR)	Total Workforce	0.21	0.14	0.15	
Region:	Asia		Injury Rate (IR)	Total Workforce	0.11	0.16	0.09	
Region:	Americas		Lost Days Rate (LDR)	Total Workforce				
Region:	Europe		Lost Days Rate (LDR)	Total Workforce				
Region:	Asia		Lost Days Rate (LDR)	Total Workforce				
Contractors								
Area of Operations			Incident Category	Employee Category	2017	2016	2015	2014
Global			Work-Related Fatalities	Total Workforce	0.00	0.00	0.00	
Details on the type(s) of injuries, and if minor injuries are included, in the injury and fatality data for both employees and contractors: Top 3 Injury/Illness Causes Globally : Overexertion due to lifting, repetitive motion, slips/falls								

System of rules applied in recording and reporting accident statistics: Recording and Reporting criteria are based on U.S. OSHA requirements in addition to other specific local country requirements. In addition, there is an EHSMS system in place with corporate criteria for reporting workplace injuries in addition to communicating significant events to the Keysight Global Security Response Center.						

Deemed material? Yes

Workers with High Incidence or High Risk of Diseases Related to their Occupation GRI 403-3

Social / Occupational Health and Safety / Workers with High Incidence or High Risk of Diseases Related to their Occupation GRI 403-3

Workers with high incidence or high risk of diseases related to their occupation.

No occupational injury/illness trends tied to occupational activities.

Reason for Omission:
Not Applicable
Why considered not applicable:
No occupational injury/illness trends tied to occupational activities.

Deemed material? No

Health and Safety Topics Covered in Formal Agreements with Trade Unions GRI 403-4

Social / Occupational Health and Safety / Health and Safety Topics Covered in Formal Agreements with Trade Unions GRI 403-4

Whether formal agreements (either local or global) with trade unions cover health and safety.

No formal agreements (either local or global) with trade unions cover health and safety.

Reason for Omission:
Not Applicable
Why considered not applicable:
No formal agreements (either local or global) with trade unions cover health and safety. There are EU Worker's Councils who work collaboratively with Keysight for the health and safety of the workforce.

Deemed material? No

Training and Education

Management Approach: Training and Education GRI 103-1, 103-2, 103-3

Social / Training and Education / Management Approach: Training and Education GRI 103-1, 103-2, 103-3

Explanation of Training and Education as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Training and Education is a material topic of Keysight. Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight is a company founded on the belief that people want to do a good job and will, when given clear objectives, proper tools, and a supportive environment. Keysight expects employees to achieve high levels of contribution and to keep pace with the ever-changing work environment. Keysight has many programs and policies to manage this material topic including:

Nimble Learning in High Performance Culture. Keysight encourages employees to engage in nimble learning to drive for a high-performance culture.

Performance Evaluation and Development Plan -- Every Keysight Technologies' employee receives a performance evaluation plan annually which includes the key annual performance objectives, their development plan, and the opportunity for a regular check-in process. The process supports the employees to be clear on what is expected of them and focuses on their talents and strengths, leading to a potential for a high performance.

Robust Training and Development Programs -- Keysight offers a wide range of programs, web platforms, workshops and classes for employees' learning and development. The program develops employees from new hire to high potential emerging leaders; from technical training to occupational and executive leadership development.

Employee Development -- Keysight is committed to providing a learning environment and relevant development resources to help our employees enhance their skills, knowledge and productivity so as to achieve current business objectives and prepare for the challenge of future business objectives. In order to encourage learning occurring anywhere, anytime for our globally distributed workforce, we ensure learning opportunities are available 24 hours a day/seven days a week through our virtual online learning and development resources.
At Keysight, our learning and development philosophy has been to encourage our employees to work in partnership with their managers to identify what's the best approach to develop their capabilities, which may include one or a combination of the following learning approaches:
• Work Assignments such as challenging jobs, special assignments, project initiatives and job rotations
• Learning from others, including coaching, mentoring and networking with internal and external people with experience and/or expertise
• Training: specific technical and business skill development provided internally by Keysight or externally by qualified educational institutions via a classroom, webinar or self-study format.

Employee Educational Assistant Program -- Keysight provides Employee Educational Assistant Program to eligible employees to provide financial and management support to continue university or academic degree study related to work.

Executive Sponsorship and Support for Multiple Employee Network Groups (ENG)s and communities to enable active learning and development through network and communities' communication, experimentation and learning from each other. The ENGs provide a reciprocal benefit to the employees and Keysight.

Environmental, Health and Safety Policy and Training -- Keysight employees take annual training on environmental, health and safety which provides EHS assessment to employees working and tools and facilities in workplace accessibility and accommodations.

Diversity Training During New Hire Orientation -- Keysight Technologies has Diversity training is embedded in our New Hire Orientation sessions globally. Every new employee throughout the company is required to attend a New Hire Orientation session within their first 60 days with the company.

Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight.
Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their |

	employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight.
103-3: Evaluation of the management approach	Keysight evaluates the effectiveness of this material topic through various mechanisms: Keysight Technologies tracks Measure of Success and the Return on Investment of employee training and development programs. The measure vary throughout company and programs. External party methods are leveraged for example we use Kilpatrick Model. Keysight tracks the average training hour per employee and survey the participants satisfaction for each training and development program. In FY17, Keysight reach 100% SBC training completion rate, and there are 100% of Keysight employees receiving performance feedback.

References:

[Keysight SBC](#)

[Keysight Material Topics](#)

[Keysight Culture](#)

[Keysight CSR Web Site](#)

Average Hours of Training Per Year Per Employee GRI 404-1

Social / Training and Education / Average Hours of Training Per Year Per Employee GRI 404-1

Average hours of training that the organization's employees have undertaken during the reporting period.

Employee category	Male 2017	Female 2017	Male 2016	Female 2016	Male 2015	Female 2015	Male 2014	Female 2014
Gender	10.5	12.5	9.7	11.9	10.2	13.9		
Overall Average:	11.1	11.1						

Additional Comments

For FY17 (Nov 2016 to Oct 2017), Keysight employees completed an average of 11.1 training hours per employee.

For FY17, average training hours per female employee was 12.5 hours while average training hours per male employee was 10.5 hours.

Deemed material? No

Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

Social / Training and Education / Programs for Upgrading Employee Skills and Transition Assistance Programs GRI 404-2

Type and scope of programs implemented and assistance provided to upgrade employee skills.

At Keysight, we expect our employees to achieve high levels of contribution and to keep pace with the ever-changing work environment. We understand that the collective skills of our employees is our corporate capability and therefore critical to our success.

Toward that end, Keysight is committed to providing a learning environment and relevant development resources to help our employees enhance their skills, knowledge and productivity so as to achieve current business objectives and prepare for the challenge of future business objectives.

In order to encourage learning occurring anywhere, anytime for our globally distributed workforce, we ensure learning opportunities are available 24 hours a day/seven days a week through our virtual online learning and development resources. These online resources, which include bite-size videos and guided development activities based on best practice research help our employees build critical leadership capabilities aligned to their daily work and to driving Keysight's success.

Research has suggested that the most effective development occurs when learning is applied on the job, solving real business problems. As such, at Keysight, our learning and development philosophy has been to encourage our employees to work in partnership with their managers to identify what's the best approach to develop their capabilities, which may include one or a combination of the following learning approaches:
• Work Assignments such as challenging jobs, special assignments, project initiatives and job rotations
• Learning from Others such as coaching, mentoring and networking with internal and external people with experience or expertise
• Training: specific technical and business skill development provided internally by Keysight or externally by qualified educational institutions via a classroom, webinar or self-study format.

For FY17, there are average 11.1 learning hours spent per Keysight employees which is through either a computer-based training (CBT), self-paced learning and/or classroom training. A wide variety of internal training courses were offered in FY17, which include "Communication Skills, Negotiation Skills, Presentation Skills, Conflict Resolution, Change Management, Coaching, Interviewing Skills, New Manager Program, Supervisory Skills and Managing within the Law."

Apart from these soft skills training, organizations across Keysight may also offer functional specific training courses aimed at developing our employees' technical competencies. In FY17 the Next 100 5G training program expand Keysight active community of 5G industry experts to support our employees, customers and market place transition to 5G technology. And functional courses include Sales, Quality, LEAN Manufacturing, Customer Service, IT and Finance were also delivered to supporting Keysight's employees' growth.

For Leadership development, Executive Online Program is a web based virtual University-certified leadership development programs with leading faculty from Columbia, UC Berkeley, MIT, Yale, IMD, and Wharton. The target participants are high potential, Key Individual Expert and Master Contributors, Integrating Managers, Program Managers, Sr. Managers and above with a comprehensive topic curriculum from Leading Strategic Growth, Leading Innovative Change, Leading Operational Excellence, Leading Financial Excellence, Leading and Managing Globally, Implementing Winning Strategy, Building & Leading Effective Teams, Accelerating Change Readiness & Agility, Leading Customer Centric-Growth to Fostering Inclusion and Diversity. And Keysight also build network comprised of high potential talent who are graduates from Next Generation Leadership Development programs, is brought together to continue their development and contribution in advancing Keysight strategy and direction.

The company may also provide employees with financial assistance for education relevant to meeting our business needs. Keysight's Educational Assistance Program (EAP) is designed as discretionary assistance to enable an employee to develop knowledge and skills in support of our business needs. Specifically, the Educational Assistance Program (EAP) helps employees take external academic classes or complete a Keysight-relevant academic degree program. Keysight is emphasizing Educational Assistance as an investment in critical knowledge and skills where individual development interests are aligned with the company's business needs. Financial support may be provided when there is a clear benefit to both the individual and Keysight.

Globally, we have contracted with Lee Hecht Harrison (LHH) Consulting Firm to provide career transition assistance to employees who are retiring or who have been terminated via Workforce Management (WFM). As part of this career transition services, an experienced LHH career coach will work 1-1 with the retiring or WFM employees in examining their career options, identifying job leads, developing their resume, honing their interview skills and evaluating job offers.

Deemed material? No

Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Social / Training and Education / Percentage of Employees Receiving Regular Performance and Career Development Reviews GRI 404-3

Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.

Employee Category	Male 2017	Female 2017	Total 2017	Male 2016	Female 2016	Total 2016	Male 2015	Female 2015	Total 2015	Male 2014	Female 2014	Total 2014
Total workforce	100	100	100	100	100	100	100	100				

Deemed material? Yes

Diversity and Equal Opportunity

Management Approach: Diversity and Equal Opportunity GRI 103-1, 103-2, 103-3

Social / Diversity and Equal Opportunity / Management Approach: Diversity and Equal Opportunity GRI 103-1, 103-2, 103-3

Explanation of Diversity and Equal Opportunity as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Diversity and Equal Opportunity is a material topic of Keysight. Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight has many programs and policies to manage this material topic including: Keysight Diversity and Equal Opportunity Policy -- Keysight is an equal opportunity employer with an ongoing commitment to people and to fair employment practices. As a global company, Keysight has a diverse work force which helps the company realize its full potential. Recognizing and developing the talents of each individual brings new ideas to Keysight. The policy states the Equal Opportunity/Nondiscrimination, Managers 'responsibilities and the Affirmative Action for U.S. Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct business with uncompromising integrity and to promote human rights within the company's sphere of influence. Diversity Training During New Hire Orientation -- Keysight Technologies has Diversity training is embedded in our New Hire Orientation sessions globally. Every new employee throughout the company is required to attend a New Hire Orientation session within their first 60 days with the company. Staffing/Hiring Policy Keysight Technologies' staffing policies underscore our commitment to diversity, ethics, integrity and compliance everywhere we do business. Our commitment extends to every phase of the recruitment process. Keysight's Relationship with the Society of Women Engineers (SWE) Keysight has a long-standing relationship with the Society of Women Engineers (SWE), an organization that has been dedicated to helping women succeed in engineering and leadership since 1950. Keysight values its strong relationship with the Society of Women Engineers (SWE). Like SWE, Keysight strives to support the success and advancement of women engineers in the workplace, and to empower and inspire our employees to reach their full potential, feel supported, be connected and inspired, and inspire others. We currently have a robust membership to the KSWEEP Employee Network group, whose main focus in SWE and the value add back to Keysight and its employees. Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight. Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight. Equal Employment and Opportunity and compliance to labor laws are some of the modules included. Compliance Hotline -- Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions and HR contacts are readily available on Keysight's intranet. Other Practices and Programs -- Keysight support regional employees' participation in "Girls in Engineering" Days, Women in Leadership Network Group and provide special Veterans support as the example of mock interviews.
103-3: Evaluation of the	Keysight evaluates the effectiveness of this material topic through various mechanisms: Keysight conducts the Standards of Business Conduct Training annually for all employees and managers, and track the participation and

management approach	completion rate. In FY17 we have 100% completion of SBC Training. Keysight also provides Compliance Hotline to employees to report serious compliance concerns no matter where they locate. Measures of new hires, turn over, ratio of women in management, remuneration ratio are all tracked.

References:

[Keysight Diversity Policy.pdf](#)

[Keysight Material Topics](#)

[Keysight Human Rights and Labor Policy](#)

[Keysight Compliance Hotline](#)

[Keysight Culture](#)

[Keysight CSR Web Site](#)

[Web Page Link of Keysight's relationship with the Society of...](#)

Diversity of Governance Bodies and Employees GRI 405-1

Social / Diversity and Equal Opportunity / Diversity of Governance Bodies and Employees GRI 405-1

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, and other indicators of diversity.

	Male			Female			Minority or Vulnerable Group			Age groups		
	Number	%		Number	%		Number	%		% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Governance body (e.g., board) members	7	87.5%		1	12.5%					0	0	100%
	Male			Female			Minority Groups			Age groups		
Employees by job category (per company breakout)	Global number	% in home country	Global %	Global number	% in home country	Global %	Global number	% in home country	Global %	% <30 yrs old	% 30-50 yrs old	% >50 yrs old
Total (sum of all must match LA1)	7251			3292						11.5%	57%	31.6%
Managers	995			290						0.3%	56.9	42.8
Employee Average Age: 43.8												
Data publicly available: No												

Additional Comments

Keysight does not collect minority composition data on its Board of Directors. Keysight has minority data for countries where this reporting is required.

Deemed material? Yes

Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Social / Diversity and Equal Opportunity / Ratio of Basic Salary and Remuneration of Women to Men GRI 405-2

Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.

Employee Category / Location	2017 Ratio	2016 Ratio	2015 Ratio	2014 Ratio
USA Active, Regular	1:099	1:0.99	1:1	
Malaysia Active, Regular	1:1	1:1	1:0.97	
China Active, Regular	1:1.01	1:1.01	1:1.02	
India Active, Regular	1:097	1:0.97	1:0.97	
Japan Active, Regular	1:0.98	1:0.98	1:0.96	
Germany Active, Regular	1:1.01	1:1.01	1:1	
Spain Active, Regular	1 1.02	1:1.02	1:1.03	
Singapore Active, Regular	1:0.99	1:0.99	1:0.97	
UK Active, Regular	1:0.97	1:1.01	1:0.99	
Taiwan Active, Regular	1:1.01	1:1.02	1:1.01	
Korea Active, Regular	1:1.03	1:1.03	1:1.02	
France Active, Regular	1:0.97	1:1.01		
Total Home Country:				
Total Worldwide:	1:0.99	1:1	1:0.99	
Definition of "significant location": Countries with 100+ Headcount.				

Additional Comments

Reported as Men:Women. Based on average compa ratio, with compa ratio being the salary divided by the job's pay reference point.

Deemed material? No

Non-Discrimination

Management Approach: Non-discrimination GRI 103-1, 103-2, 103-3

Social / Non-Discrimination / Management Approach: Non-discrimination GRI 103-1, 103-2, 103-3

Explanation of Non-discrimination as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
103-2: The management approach and its components	While this is not a material topic for Keysight, we have many programs and policies to manage this area including: Keysight Diversity and Equal Opportunity Policy -- Keysight is an equal opportunity employer with an ongoing commitment to people and to fair employment practices. As a global company, Keysight has a diverse work force which helps the company realize its full potential. Recognizing and developing the talents of each individual brings new ideas to Keysight. The policy states the Equal Opportunity/Nondiscrimination, Managers 'responsibilities and the Affirmative Action for U.S. Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence. Diversity Training During New Hire Orientation -- Keysight Technologies has Diversity training is embedded in our New Hire Orientation sessions globally. Every new employee throughout the company is required to attend a New Hire Orientation session within their first 60 days with the company. Staffing/Hiring Policy Keysight Technologies staffing policies also underscore our commitment to diversity, ethics, integrity and compliance everywhere we do business. Our commitment extends every phase of the recruitment process. Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight. Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight. Equal Employment and Opportunity and compliance to labor laws are some of the modules included. Compliance Hotline -- Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions and HR contacts are readily available on Keysight's intranet. An Open-Door Policy -- Our Open-Door policy is Keysight's embedded in our culture and management practices. Keysight provides an opportunity to employees to bring forward and confer on issues, bring concerns or report inappropriate behavior to any level of management. We have an internal web page directly linked to our CEO as another platform for our employees to feel heard. Human Rights Assessment. Keysight conducted a Human Rights risk assessment across the company in Nov.2017 which has led us to further review of actions that Keysight will review for implementation.
103-3: Evaluation of the management approach	While this is not a material topic for Keysight, we evaluate the effectiveness programs in this area through various mechanisms: Keysight conducts the Standards of Business Conduct Training annually for all employees and managers, and track the participation and completion rate. In FY17 we have 100% completion of SBC Training. Keysight also provides Compliance Hotline to employees to report serious compliance concerns no matter where they locate. In FY17, Keysight conducted a Human Rights assessment across the company which has led us to further review of actions that Keysight will implement.

Additional Comments

We also have regionally specific non-harassment trainings for managers of employees in specific locations, where local laws require such training.

References:

[PDF] [Keysight SBC](#)

[PDF] [Keysight Material Topics](#)

[Keysight Compliance Hotline](#)

[Keysight CSR Web Site](#)

[Keysight Human Rights and Labor Policy](#)

Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Social / Non-Discrimination / Incidents of Discrimination and Corrective Actions Taken GRI 406-1

Total number of incidents of discrimination and corrective actions taken.

	2017	2016	2015	2014		
Total number of incidents of discrimination	0	0				
Incidents (reporting year only)					Status of incident	Corrective actions taken
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Reason for Omission:

Confidentiality constraints
Specific confidentiality constraints:
This information is Keysight confidential.

Deemed material? No

Freedom of Association and Collective Bargaining

Management Approach: Freedom of Association and Collective Bargaining GRI 103-1, 103-2, 103-3

Social / Freedom of Association and Collective Bargaining / Management Approach: Freedom of Association and Collective Bargaining GRI 103-1, 103-2, 103-3

Explanation of Freedom of Association and Collective Bargaining as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
103-2: The management approach and its components	While this is not a material topic for Keysight, we have many programs and policies to manage this area including: Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence. Compliance Hotline -- Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions and HR contacts are readily available on Keysight's intranet. Human Rights Assessment -- Keysight conducted a Human Rights risk assessment across the company in Nov.2017 which has led us to further review of actions that Keysight will review for implementation.
103-3: Evaluation of the management approach	While this is not a material topic for Keysight, we evaluate the effectiveness programs in this area through various mechanisms: Keysight provides Compliance Hotline to employees to report serious compliance concerns no matter where they locate. In FY17, Keysight conducted a Human Rights assessment across the company which has led us to further review of actions that Keysight will implement.

References:

📄 [Keysight Material Topics](#)

📄 [Keysight Compliance Hotline](#)

📄 [Keysight CSR Web Site](#)

📄 [Keysight Human Rights and Labor Policy](#)

Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1

Social / Freedom of Association and Collective Bargaining / Operations and Suppliers in which the Right To Freedom of Association and Collective Bargaining May Be At Risk GRI 407-1

Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk.

There are no incidents. Keysight follows the laws of each country in which we operate.

References:

📄 [Keysight CTISCA](#)

📄 [Keysight Human Rights and Labor Policy](#)

📄 [Keysight Supplier Code of Conduct](#)

Deemed material? No

Child Labor

Management Approach: Child Labor GRI 103-1, 103-2, 103-3

Social / Child Labor / Management Approach: Child Labor GRI 103-1, 103-2, 103-3

Explanation of Child Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Child Labor is a material topic of Keysight. Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight has many programs and policies to manage this material topic including: Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence. Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight. Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight. Equal Employment and Opportunity and compliance to labor laws are some of the modules included. Compliance Hotline -- Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions and HR contacts are readily available on Keysight's intranet. Human Rights Assessment -- Keysight conducted a Human Rights risk assessment across the company in Nov.2017 which has led us to further review of actions that Keysight will review for implementation.
103-3: Evaluation of the management approach	Keysight evaluates the effectiveness of this material topic through various mechanisms: Keysight conducts the Standards of Business Conduct Training annually for all employees and managers, and track the participation and completion rate. In FY17 we have 100% completion of SBC Training. Keysight also provides Compliance Hotline to employees to report serious compliance concerns no matter where they locate. In FY17, Keysight conducted a Human Rights assessment across the company which has led us to further review of actions that Keysight will implement.

Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Social / Child Labor / Operations and Suppliers at Significant Risk for Incidents of Child Labor GRI 408-1

Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.

Keysight is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.

Keysight has established a Supplier Code of Conduct Policy. In addition, Keysight also requires supplier compliance to human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights (the "UN Guiding Principles").

And Keysight has conducted Human Rights risk assessment across the company in Nov.2017 which has led us to further review of actions that Keysight will implement

References:

📄 [Keysight Human Rights and Labor Policy](#)

📄 [Keysight Supplier Code of Conduct](#)

Deemed material? Yes

Forced or Compulsory Labor

Management Approach: Forced or Compulsory Labor GRI 103-1, 103-2, 103-3

Social / Forced or Compulsory Labor / Management Approach: Forced or Compulsory Labor GRI 103-1, 103-2, 103-3

Explanation of Forced or Compulsory Labor as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Forced or Compulsory Labor is a material topic of Keysight. Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight has many programs and policies to manage this material topic including: Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence. Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight. Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight. Equal Employment and Opportunity and compliance to labor laws are some of the modules included. Compliance Hotline -- Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions and HR contacts are readily available on Keysight's intranet. Human Rights Assessment -- Keysight conducted a Human Rights risk assessment across the company in Nov.2017 which has led us to further review of actions that Keysight will review for implementation.
103-3: Evaluation of the management approach	Keysight evaluates the effectiveness of this material topic through various mechanisms: Keysight conducts the Standards of Business Conduct Training annually for all employees and managers, and track the participation and completion rate. In FY17 we have 100% completion of SBC Training. Keysight also provides Compliance Hotline to employees to report serious compliance concerns no matter where they locate. In FY17, Keysight conducted a Human Rights assessment across the company which has led us to further review of actions that Keysight will implement.

References:

[Keysight SBC](#)

[Keysight Material Topics](#)

[Keysight Compliance Hotline](#)

[Keysight CSR Web Site](#)

[Keysight Human Rights and Labor Policy](#)

Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1

Social / Forced or Compulsory Labor / Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor GRI 409-1

Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor

Keysight is unaware of any operations and suppliers having a significant risk for incidents of forced or compulsory labor. Keysight has an established Supplier Environmental, Health, Safety and Social Responsibility program as well as a Supplier Code of Conduct Policy which applies to all suppliers. In addition, Keysight complies with the California Transparency in Supply Chains Act of 2010, Conventions 105 and 111 of International Labor Organization and the Dodd-Frank Wall Street Reform and Consumer Protection Act.

Keysight also requires supplier compliance to human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights (the "UN Guiding Principles"). Keysight conducts on-site audits on selected suppliers for compliance with Keysight's Supplier Code of Conduct Policy. In cases where there are issues with adherence to Keysight's supplier expectations, corrective actions are implemented and monitored by Keysight's third party auditor (DEKRA). All corrective actions were completed in FY17.

References:

[Dekra 2017 Assurance Statement](#)

[Keysight Supplier Code of Conduct](#)

[Keysight CTISCA](#)

Deemed material? Yes

Security Practices

Management Approach: Security Practices GRI 103-1, 103-2, 103-3

Social / Security Practices / Management Approach: Security Practices GRI 103-1, 103-2, 103-3

Explanation of Security Practices as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	
103-2: The management approach and its components	
103-3: Evaluation of the management approach	

Reason for Omission:
Not Applicable
Why considered not applicable:
This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
Keysight does not disclose management systems for non-material topics.

Additional Comments

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References:

[Keysight Material Topics](#)

Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Social / Security Practices / Security Personnel Trained in Human Rights Policies or Procedures GRI 410-1

Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.

	2017	2016	2015	2014
Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	100	100	100	
Training requirements regarding human rights issues also apply to third party organizations providing security personnel Yes				

Additional Comments

Keysight has outsourced its security function to a reputable international security provider. This company trains 100% of its employees in human rights issues.

Deemed material? No

Rights of Indigenous Peoples

Management Approach: Rights of Indigenous Peoples GRI 103-1, 103-2, 103-3

Social / Rights of Indigenous Peoples / Management Approach: Rights of Indigenous Peoples GRI 103-1, 103-2, 103-3

Explanation of Rights of Indigenous Peoples as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
103-2: The management approach and its components	While this is not a material topic for Keysight, we have many programs and policies to manage this area including: Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence. Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight. Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight. Equal Employment and Opportunity and compliance to labor laws are some of the modules included. Compliance Hotline -- Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions and HR contacts are readily available on Keysight's intranet. Human Rights Assessment -- Keysight conducted a Human Rights risk assessment across the company in Nov.2017 which has led us to further review of actions that Keysight will review for implementation.
103-3: Evaluation of the management approach	While this is not a material topic for Keysight, we evaluate the effectiveness programs in this area through various mechanisms: Keysight conducts the Standards of Business Conduct Training annually for all employees and managers, and track the participation and completion rate. In FY17 we have 100% completion of SBC Training. Keysight also provides Compliance Hotline to employees to report serious compliance concerns no matter where they locate. In FY17, Keysight conducted a Human Rights assessment across the company which has led us to further review of actions that Keysight will implement.

References:

[Keysight SBC](#)

[Keysight Material Topics](#)

[Keysight Compliance Hotline](#)

[Keysight CSR Web Site](#)

[Keysight Human Rights and Labor Policy](#)

Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Social / Rights of Indigenous Peoples / Incidents of Violations Involving Rights of Indigenous Peoples GRI 411-1

Total number of incidents of violations involving rights of indigenous people and actions taken.

	2017	2016	2015	2014		
Total number of identified incidents involving indigenous rights	0	0	0			
Incidents (reporting year only)					Status of incident	Actions taken
					☐ Reviewed ☐ Remediation plan being implemented ☐ Remediation plan implemented, results reviewed through routine internal management review process ☐ Incident no longer subject to attention	

Additional Comments

There were no violations of rights of indigenous people.

Deemed material? No

Human Rights Assessment

Management Approach: Human Rights Assessment GRI 103-1, 103-2, 103-3

Social / Human Rights Assessment / Management Approach: Human Rights Assessment GRI 103-1, 103-2, 103-3

Explanation of Human Rights Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Forced or Compulsory Labor is a material topic of Keysight. Keysight does not disclose details of materiality beyond the material topics and boundaries. Please see our Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight has many programs and policies to manage this material topic including: Human Rights and Labor Policy -- Keysight Technologies acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Keysight's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Keysight to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence. Diversity Training During New Hire Orientation -- Keysight Technologies has Diversity training is embedded in our New Hire Orientation sessions globally. Every new employee throughout the company is required to attend a New Hire Orientation session within their first 60 days with the company. Standards of Business Conduct Training -- At Keysight, we conduct our business with uncompromising integrity. Our reputation for honesty, fair dealing and ethical behavior is a defining hallmark of our corporate culture. Each of us bears responsibility for nurturing and enhancing that reputation, and for upholding our values whenever we act on behalf of Keysight. Our Standards of Business Conduct Training is a requirement for all Keysight employees and managers to complete annually. It serves as setting the expectation and accountability to our high ethical and legal obligations. The Standards govern Keysight employees' dealings with customers, competitors, suppliers, third-party partners, as well as with our fellow employees. We all are personally accountable for knowing, understanding, and complying with these Standards on a daily basis. Managers conduct regular reviews of these Standards with their employees and are available as necessary to answer questions or assist in understanding how to integrate the Standards into work at Keysight. Compliance Hotline -- Keysight's Hotline provides an avenue for employees and members of the public to report serious compliance concerns no matter where they are located. The information can be reported by telephone via a local toll-free number or through the web. HR Support Lines are also available for employees in the various regions and HR contacts are readily available on Keysight's intranet. An Open-Door Policy -- Our Open-Door policy is Keysight's embedded in our culture and management practices. Keysight provides an opportunity to employees to bring forward and confer on issues, bring concerns or report inappropriate behavior to any level of management. We have an internal web page directly linked to our CEO as another platform for our employees to feel heard. Human Rights Assessment. Keysight conducted a Human Rights risk assessment across the company in Nov.2017 which has led us to further review of actions that Keysight will review for implementation.
103-3: Evaluation of the management approach	Keysight evaluates the effectiveness of this material topic through various mechanisms: Keysight conducts the Standards of Business Conduct Training annually for all employees and managers, and track the participation and completion rate. In FY17 we have 100% completion of SBC Training. Keysight also provides Compliance Hotline to employees to report serious compliance concerns no matter where they locate. In FY17, Keysight conducted a Human Rights assessment across the company which has led us to further review of actions that Keysight will implement.

References:

[PDF] Keysight SBC

[PDF] Keysight Material Topics

[doc] Keysight Human Rights and Labor Policy

📄 [Keysight Compliance Hotline](#)

📄 [Keysight CSR Web Site](#)

Operations That Have Been Subject to Human Rights Reviews or Impact Assessments GRI 412-1

Social / Human Rights Assessment / Operations That Have Been Subject to Human Rights Reviews or Impact Assessments GRI 412-1

Total number and percentage of operations that have been subject to human rights reviews or impact assessments.

Country	# of Operations	% Operations
Total		

Additional Comments

Keysight is unaware of any operations that have been subjected to human rights reviews or impact assessments.

Keysight has conducted Human Rights risk assessment across the company in November 2017 which has led us to further review of actions that Keysight will implement

Deemed material? Yes

Employee Training on Human Rights Policies or Procedures GRI 412-2

Social / Human Rights Assessment / Employee Training on Human Rights Policies or Procedures GRI 412-2

Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

	2017	2016	2015	2014
Total number of hours devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations:				
Percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations:	100%			

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
We do not track identified hours, however we track 100% attendance

Additional Comments

Every Keysight employee completes Standards of Business Conduct (SBC) training annually, which includes human rights policies and procedures. We also have a variety of computer-based training, including a zero tolerance harassment training for managers, regionally delivered. In FY17, 100% of Keysight SBC training was completed -we do not track identified hours.

References:

📄 Keysight Standards of Business Conduct

Deemed material? No

Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening GRI 412-3

Social / Human Rights Assessment / Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Underwent Human Rights Screening GRI 412-3

Total number and percentage of significant investment agreements and contracts that include human rights clauses or that have underwent human rights screening.

Definition of 'significant investment agreements':	2017		2016		2015		2014	
	Number	%	Number	%	Number	%	Number	%
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening								

Reason for Omission:
Not Applicable
Why considered not applicable:
Keysight has defined CSR material topics and boundaries publicly available, and conducted a Human Rights risk assessment across the company in Nov.2017 which has led us to further review actions that Keysight will implement.

References:

📄 Keysight Material Topics

📄 Keysight Supplier Code of Conduct

Deemed material? No

Local Communities

Management Approach: Local Communities GRI 103-1, 103-2, 103-3

Social / Local Communities / Management Approach: Local Communities GRI 103-1, 103-2, 103-3

Explanation of Local Communities as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight does not disclose management systems for non-material topics.
103-3: Evaluation of the management approach	Keysight does not disclose management systems for non-material topics.

References:

[Keysight Material Topics](#)

Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1

Social / Local Communities / Operations with Local Community Engagement, Impact Assessments, and Development Programs GRI 413-1

Percentage of operations with implemented local community engagement, impact assessments, and/or development programs.

% of operations with implemented local community engagement, impact assessments, and development programs:	

Reason for Omission:
Unavailable
Steps being taken to obtain data and expected time frame for doing so:
Keysight does not track percentage of operations with implemented local community engagement, impact assessments, and/or development programs.

Deemed material? No

Operations with Significant Actual and Potential Negative Impacts on Local Communities GRI 413-2

Operations with significant actual and potential negative impacts on local communities.

Operations with significant potential or actual negative impacts on local communities	Location of the operations with significant potential or negative impacts	Potential or actual negative impacts of operations

Reason for Omission:
Not Applicable
Why considered not applicable:
Keysight takes seriously its commitment to strong corporate citizenship and operating in a sustainable fashion. The company does not emit pollutants or degrade the environment in the communities where our operations are located.

Deemed material? No

Supplier Social Assessment

Management Approach: Supplier Social Assessment GRI 103-1, 103-2, 103-3

Social / Supplier Social Assessment / Management Approach: Supplier Social Assessment GRI 103-1, 103-2, 103-3

Explanation of Supplier Social Assessment as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 201 Economic Performance	
103-1: Explanation of the material topic and its Boundary	Keysight's policies, values, organization, and business management systems apply across all our global businesses. They are designed to - Reduce our negative impacts on the environment - Protect the occupational health and safety interests of our employees - Ensure customer requirements are met - Ensure the highest levels of quality in our products and services - Increase our competitiveness - Create consistent approach across business groups, where applicable - Meet the expectations of our stakeholders - Conduct business in an ethical manner - Uncompromising integrity and promotes best labor & human rights practices Our commitment to social responsibility extends through our supply chain. Keysight expects its suppliers to adhere to a high standard of social responsibility values, as outlined in our Policy. The policy requires suppliers to adopt environmental, health and safety management practices and incorporates International Labor Organization (ILO) Conventions that have been identified as fundamental to the labor practices and the rights of human beings at work. Keysight also requires supplier compliance to human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights (the "UN Guiding Principles") and California Transparency in Supply Chains Act of 2010.
103-2: The management approach and its components	Keysight has programs in place to monitor and verify our suppliers' conformance with the Supplier Code of Conduct Policy as well as Labor Practices, Human Rights Practices, and Impacts on Society. The programs include: - communicate Keysight's Labor & Human Rights practices, Keysight's Occupational Health and Safety requirements, and other requirements that may impact society to all suppliers - conduct supplier survey on supplier compliance to human right practices.
103-3: Evaluation of the management approach	Keysight conducts on-site audits on selected suppliers for compliance with Keysight's Supplier Code of Conduct Policy. Any resulting corrective actions are monitored and reviewed by external agency before final sign off.

References:

📄 [Keysight Human Rights and Labor Policy](#)

📄 [Keysight Supplier Code of Conduct](#)

📄 [Keysight CTISCA](#)

New Suppliers that were Screened Using Social Criteria GRI 414-1

Social / Supplier Social Assessment / New Suppliers that were Screened Using Social Criteria GRI 414-1

Percentage of new suppliers that were screened using social criteria.

	2017	2016	2015	2014
Percentage (%) of new suppliers that were screened using social criteria:	% 100	% 100	% 100	%

Additional Comments

Keysight communicates all applicable labor laws governing forced labor, slavery, and human trafficking, as set forth in The California Transparency in Supply Chain Act 2010 to suppliers. We have multiple communication platforms for informing suppliers on the company's Human Rights & Social requirements. All Keysight purchase orders contained a reference to the Keysight Supplier Code of Conduct policy. Keysight expects suppliers to adhere to our Supplier Code of Conduct and Quality Standards. We also requires that its suppliers comply with labor & human rights practice throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the International Labor Organization (ILO) and the UN Guiding Principles on Business and Human Rights.

Furthermore, Keysight conducts compliance surveys with our key suppliers to verify adherence to our expectations.

References:

📄 Keysight Human Rights and Labor Policy

📄 Keysight Supplier Code of Conduct

📄 Keysight CTISCA

Deemed material? Yes

Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Social / Supplier Social Assessment / Negative Social Impacts in the Supply Chain and Actions Taken GRI 414-2

Suppliers identified as having significant actual and potential negative social impacts.

	2017	2016	2015	2014
Number of suppliers assessed for social impacts:	2	3	9	
Number of suppliers identified as having significant actual and potential negative social impacts:	0	0	0	
Significant actual and potential negative social impacts identified in the supply chain:	Keysight is unaware of any suppliers having significant actual and potential negative impacts social impact in the supply chain.	Keysight is unaware of any suppliers having significant actual and potential negative impacts social impact in the supply chain.	Keysight is unaware of any suppliers having significant actual and potential negative impacts social impact in the supply chain.	
Percentage (%) of suppliers identified as having significant actual and potential negative social impacts				
Suppliers with which improvements were agreed upon as a result of assessment:	0	0	0	
Suppliers with which relationships were terminated as a result of assessment:	0	0	0	
Details on the termination of relationships as a result of assessment:				

Additional Comments

Keysight conducted two on-site audits with the help of an external agency (Dekra) in FY17. In additional to the on-site audit program, Keysight also conducted 168 supplier compliance questionnaires in FY17 to ensure greater labor practice, human rights and social responsibility requirements compliance with our supply chain for our key suppliers. All required corrective actions identified during an on-site audit are monitored and reviewed by the external agency before providing closure on the corrective action.

Keysight is unaware of any suppliers having significant actual and potential negative impacts social impact in the supply chain.

References:

[PDF] Dekra 2017 Assurance Statement

Deemed material? No

Public Policy

Management Approach: Public Policy GRI 103-1, 103-2, 103-3

Social / Public Policy / Management Approach: Public Policy GRI 103-1, 103-2, 103-3

Explanation of Public Policy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 415 Public Policy	
103-1: Explanation of the material topic and its Boundary	At Keysight Technologies, we believe that it is important to encourage the development of sound public policy, worldwide. With good policy, we can better serve our customers as well as our employees and our communities around the globe. We strive to provide leadership in advancing a world in which all of our customers have access to affordable, innovative, and sustainable technological solutions. This philosophy drives how we determine our global and U.S. policy goals. We support: • Innovation and smart standards • High-quality, affordable technologies • Sustainable growth and environmental protection • Free-market economic principles
103-2: The management approach and its components	Policies and positions are developed in coordination with corporate and operating company leaders through thorough analysis and discussion. Our strategic imperatives align with our vision and guide how we prioritize our government affairs activities We support: • Timely market access for our products and access to innovative and high quality products • Regulatory policies that support innovation, market access and growth • Legislation that provides incentives for innovation and enables sustainable business growth
103-3: Evaluation of the management approach	Target goals are reviewed regularly (semiannually to annual) and adjusted accordingly as priorities and the strategic vision of company change. When and if needed, adaptations are made and implemented continuously during the year.

Political Contribution GRI 415-1

Social / Public Policy / Political Contribution GRI 415-1

Total value of political contributions by country and recipient/beneficiary

Currency:	2017	2016	2015	2014
Recipient: Country:		0	0	0
Data publicly available: Not publicly available.				

Reason for Omission:
Not Applicable
Why considered not applicable:
1. Keysight may not use its corporate funds or assets for U.S. federal political contributions. Keysight may establish an independent entity that solicits individual contributions from Keysight managers to support selected candidates in federal campaigns. In the U.S., Keysight makes contributions to state candidates and state and local ballot measures only upon approval of the Keysight Corporate Relations team. No contributions are made to local candidates.

2. Keysight funds or assets may not be used for political contributions outside the U.S., even where permitted by local law, without clearance from Keysight's Legal Department and Corporate Relations team, and prior written approval from a member of Keysight's Executive Staff.

3. Keysight's programs and contributions in these areas are managed by Keysight's Director of Government Affairs.

4. These restrictions are not meant to discourage employees from making personal contributions to political candidates of their choice. However, Keysight will not reimburse its employees for their personal contributions.

Additional Comments

Keysight Technologies complies with all provisions of the Lobbying Disclosure Act (LDA), 2 U.S.C. � 1605.

Keysight files all required LD-203 forms on Political Contributions and LD-2 forms on Lobbying Activities during a quarterly and semi-annual basis.

Deemed material? Yes

Customer Health and Safety

Management Approach: Customer Health and Safety GRI 103-1, 103-2, 103-3

Social / Customer Health and Safety / Management Approach: Customer Health and Safety GRI 103-1, 103-2, 103-3

Explanation of Customer Health and Safety as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 416 Customer Health and Safety	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to our to ensuring our products and solutions comply with applicable safety and regulatory requirements; which contributes to the health and safety of our customers
103-2: The management approach and its components	In line with the Keysight Quality Policy, we ensure that all of our products and solutions comply with applicable safety and regulatory requirements When applicable, Keysight equipment is safety certified by a Nationally Recognized Testing Laboratory. This assures such equipment completes all necessary Routine Safety tests before being released for customer shipments. The Keysight General Specification for the Environment sets restrictions on substances being present in the materials used in our solutions
103-3: Evaluation of the management approach	The Keysight Quality Director evaluates, at the top level, the company's quality management approach and addresses any concerns through annual initiatives as appropriate. Keysight is proactively engaged in the development of new regulations and standards relevant to our market segments.

References:

📄 Keysight Quality Policy

📄 Keysight General Specification for the Environment

Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Social / Customer Health and Safety / Assessment of the Health and Safety Impacts of Product and Service Categories GRI 416-1

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

	2017	2016	2015	2014
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for assessing product/service health and safety impacts:	100	100	100	

Additional Comments

Keysight's quality and environmental policies mandate we provide products and services that meet legal and regulatory requirements, including applicable environmental, health, and safety standards. Keysight is committed to a continuous improvement of the environmental aspects and impacts of our products as demonstrated by Keysight's ISO 14001 and 9001 certificates, which is regularly audited by an external party.

References:

[Keysight ISO14001 Certificate](#)

[Keysight Quality Policy](#)

[Keysight ISO 9001 Certificate](#)

Deemed material? Yes

Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Social / Customer Health and Safety / Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services GRI 416-2

Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes

	2017	2016	2015	2014
Company has not identified non-compliance with regulations or voluntary codes regarding the health and safety of its products/services				
Total number of incidents of non-compliance with health and safety regulations resulting in a fine or penalty:	0	0	0	
Total number of incidents of non-compliance with health and safety regulations resulting in a warning:	0	0	0	
Total number of incidents of non-compliance with voluntary codes for health and safety:	0	0	0	
Please describe any product safety controversies the company has experienced within the last three years. Include information about any fines, settlements, or court-imposed awards and indicate dates, amounts and any cases involving fatalities: Keysight did not receive any regulatory non-compliance notices for the reporting period.				

Additional Comments

Keysight did not receive any regulatory non-compliance notices for the reporting period.

Deemed material? No

Marketing and Labeling

Management Approach: Marketing and Labeling GRI 103-1, 103-2, 103-3

Social / Marketing and Labeling / Management Approach: Marketing and Labeling GRI 103-1, 103-2, 103-3

Explanation of Marketing and Labeling as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 417 Marketing and Labeling	
103-1: Explanation of the material topic and its Boundary	This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.
103-2: The management approach and its components	Keysight does not disclose management systems for non-material topics.
103-3: Evaluation of the management approach	Keysight does not disclose management systems for non-material topics.

Reason for Omission:

Not Applicable

Why considered not applicable:

This category is not a material topic for Keysight. Please see the Keysight Material Topics document for details.

References:

[Keysight Material Topics](#)

Requirements for Product and Service Information and Labeling GRI 417-1

Social / Marketing and Labeling / Requirements for Product and Service Information and Labeling GRI 417-1

Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements

Product/service information					Required for product/service labeling
The sourcing of components of the product or service					No
Content, particularly with regard to substances that might produce an environmental or social impact					Yes
Safe use of the product or service					Yes
Disposal of the product and environmental/social impacts					Yes
Other (please explain):					
	2017	2016	2015	2014	
Percentage of significant product or service categories that are covered by and assessed for compliance with company procedures for product and service information and labeling:	90	90	90		

Additional Comments

Keysight complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Keysight. Annually, Keysight communicates materials specifications through the "General Specifications for Environment" to its suppliers which sets general requirements for restricting or prohibiting certain substances as constituents of parts, components, and materials in products and packaging that are incorporated into Keysight products. This specification ensures compliance with global regulations and minimizes the environmental impact of its products. Keysight, OEM products and battery labels include the crossed-out wheelie bin symbol to help assure proper disposal. The company operates an end-of-life customer returns system. In addition, Keysight provides end-of-life management options where legally required. Reuse programs are offered for selected Keysight products. These programs address the requirements of the European WEEE (Waste from Electrical & Electronic Equipment) Directive. Please see Keysight's Take Back Program.

References:

Keysight Take Back Program

Deemed material? No

Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Product and Service Information and Labeling GRI 417-2

Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes

Company has not identified non-compliance with regulations or voluntary codes regarding product and service information and labeling				
	2017	2016	2015	2014
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a fine or penalty:	0	0	0	
Total number of incidents of non-compliance with product and service information and labeling regulations resulting in a warning:	0	0	0	
Total number of incidents of non-compliance with voluntary codes for product and service information and labeling:	0	0	0	

Additional Comments

Keysight had no incidents of non-compliance regarding products or non-compliance issues regarding labeling. In addition, Keysight did not have any non-compliance incidents for product-related claims during the reporting period.

Deemed material? No

Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Social / Marketing and Labeling / Incidents of Non-Compliance Concerning Marketing Communications GRI 417-3

Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotions, and sponsorship, by type of outcomes

Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications	2017	2016	2015	2014
Total number of incidents of non-compliance with regulations resulting in a fine or penalty:	0	0	0	
Total number of incidents of non-compliance with regulations resulting in a warning:	0	0	0	
Total number of incidents of non-compliance with voluntary codes:	0	0	0	

Additional Comments

Keysight has not received any notifications or indications of non-compliance.

Deemed material? No

Customer Privacy

Management Approach: Customer Privacy GRI 103-1, 103-2, 103-3

Social / Customer Privacy / Management Approach: Customer Privacy GRI 103-1, 103-2, 103-3

Explanation of Customer Privacy as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 418 Customer Privacy	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to complying with applicable data privacy laws worldwide, including the E.U. General Data Protection Regulation. The company's data privacy efforts are lead by the Compliance team within the Legal Department, with partnership from IT, Marketing and other teams.
103-2: The management approach and its components	Keysight's approach to data privacy compliance focuses on transparency, security and documentation. Keysight provides upfront notice to all data subjects, whether Keysight customers or third parties, of what personal data the company collects and for what purpose. Keysight strictly adheres to the stated purpose and does not use the data for any other purpose without additional notice and consent where required. Keysight maintains appropriate security measures to protect the personal data in the possession of the company. And Keysight maintains records of the company's processing activities to be able to provide complete information to data subjects and regulators alike. Relevant Keysight employees are trained on these processes, and specific policies are maintained setting out these requirements.
103-3: Evaluation of the management approach	Keysight's broad and proactive approach to data privacy has put the company in a strong position to do business globally while minimizing the risk that a violation of data privacy laws could present. However, no compliance program can be perfect and Keysight acknowledges a need for continuous improvement to meet the changing compliance risks.

Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Social / Customer Privacy / Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data GRI 418-1

Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

	2017	2016	2015	2014
◯ Company has identified substantiated complaints of breaches of customer privacy ◉ Company has not identified substantiated complaints of breaches of customer privacy				
Total number of complaints concerning breaches of customer privacy received from outside parties and substantiated by the organization:	0	0	0	
Total number of complaints concerning breaches of customer privacy received from regulatory bodies:	0	0	0	
Total number of identified leaks, thefts, or losses of customer data:	0	0	0	
☐ Amount of substantiated complaints concerning customer privacy and loss of customer data is publicly disclosed.				

Deemed material? Yes

Socioeconomic Compliance

Management Approach: Socioeconomic Compliance GRI 103-1, 103-2, 103-3

Social / Socioeconomic Compliance / Management Approach: Socioeconomic Compliance GRI 103-1, 103-2, 103-3

Explanation of Socioeconomic Compliance as a material topic and its Boundary, the management approach and its components, and the evaluation of the management approach.

Topic: GRI 419 Socioeconomic Compliance	
103-1: Explanation of the material topic and its Boundary	Keysight is committed to compliance with laws and regulations that promote the well-being of the social systems in which the company operates. This includes antibribery laws, competition laws, labor standards and other ethical regulations. At Keysight, responsibility for compliance with these laws is owned across the organization and is promoted by the Legal Department, Human Resources and our Worldwide Sales organization.
103-2: The management approach and its components	Keysight's Standards of Business Conduct highlight socioeconomic compliance and require that all Keysight employees adhere to high ethical standards whenever acting on behalf of Keysight. Employees receive training on the SBC annually, and Keysight conducts audits and risk assessments to identify gaps and opportunities for improvement.
103-3: Evaluation of the management approach	Keysight and its management are committed to operating with uncompromising integrity, and the company's track record shows this. While risks of socioeconomic non-compliance always exist, the company's culture insulates it from these risks and puts Keysight in a good position to succeed with fair and ethical business practices.

Non-Compliance with Laws and Regulations in the Social and Economic Area GRI 419-1

Social / Socioeconomic Compliance / Non-Compliance with Laws and Regulations in the Social and Economic Area GRI 419-1

Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area.

Currency:	2017	2016	2015	2014
Total monetary value of significant fines:	0			
Total number of non-monetary sanctions:	0			
Context against which significant fines and non-monetary sanctions were incurred:				
Cases brought through dispute resolution mechanisms:				
The organization has identified non-compliances with laws and/or regulations				

Reporting Framework

We use the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines to guide the selection of report content and improve report quality.

Contact Us

Please send any comments or questions about this report to Corporate.Social-Responsibility@keysight.com

Learn more at: www.keysight.com/go/csr

For more information on Keysight Technologies' products, applications or services, please contact your local Keysight office. The complete list is available at: www.keysight.com/find/contactus

KEYSIGHT
TECHNOLOGIES